

July 2026

Modern Slavery Act Transparency Statement for Swisslog (UK) Ltd – Financial Year 2025

OPENING STATEMENT FROM SENIOR MANAGEMENT

Swisslog (UK) Limited (hereinafter “Swisslog”) is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers. This statement covers the Financial Year ending 31 December 2025 and describes the actions taken by Swisslog in relation to the Modern Slavery Act 2015.

STRUCTURE AND SUPPLY CHAINS

Swisslog operates in the UK and Ireland and is part of the Kuka SE & Co. KGaA group (hereinafter “KUKA”). We have a location in Redditch, which designs, builds, installs and services automation equipment. In total across UK and Ireland, Swisslog employs approximately 270 people. Swisslog does not employ seasonal labour; however, a small number of student interns are employed on temporary contracts. The following web links provides more information regarding the nature of the business of both Swisslog and the KUKA organisations in general.

<https://www.swisslog.com/>
www.kuka.com

Our business requires that we work in conjunction with a range of suppliers from both within the Swisslog and KUKA organisations and from other external organisations. Supplies from within the Swisslog and KUKA organisations covers material handling equipment developed by the organisations, as well as technical and commercial services from within the group. In addition, we purchase equipment from third party organisations for inclusion within our overall supply, together with technical and commercial services used in connection with our solution services and in support of our operation. Most of the internal and external suppliers of Swisslog are based in UK, Ireland or the EU; however, we do work with a very limited number of suppliers who are based outside of these areas.

POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. The following policies and directives exist within our organisation which demonstrate our opposition to modern slavery:

- **KUKA Code of Conduct**
<https://www.kuka.com/en-de/company/sustainability/reports,-code-of-conduct,-certificates>
The Code of Conduct defines the ethical, legal, and sustainability standards for all employees, including human rights, fair working conditions, and responsible business practices.
- **Declaration Of Principles on Respect for and Protection of Human Rights**
<https://www.kuka.com/en-de/company/sustainability/human-rights>
The Declaration of Principles sets out its commitment to human rights and defines measures to identify, prevent, and address risks across its operations and supply chain.
- **KUKA Corporate Compliance Manual**
<https://www.kuka.com/en-de/company/sustainability/reports,-code-of-conduct,-certificates>
The KUKA Corporate Compliance Manual includes details of KUKA’s Corporate Compliance Program together with the associated Group Policies.

- **The KUKA & Swisslog Employee Handbook Policies and Procedures (UK version)**

The Employee Handbook Policies and Procedures is an internal document. It contains Policies and Procedures on areas such as:

- Equality and Diversity
- Family Leave
- Flexitime
- Flexible Working
- Positive Work Environment
- Whistleblowing

- **KUKA Code of Conduct for Business Partners**

<https://www.kuka.com/en-de/company/sustainability/reports,-code-of-conduct,-certificates>

The Code of Conduct for Suppliers defines the principles and requirements of the KUKA companies regarding their suppliers' responsibility for people and the environment.

Our **Standard Terms and Conditions of Purchase** require that our suppliers warrant that the Contractual Work is being provided in conformity and compliance with all applicable laws and regulations, that the Contractual Work is being provided in conformity with the industrial safety regulations and other regulations in force at the location, that they undertake to conduct their business with integrity and to observe all applicable laws and recognized branch standards (this also applies to generally recognized standards in relation to working conditions, safety at the workplace, and environmental protection). These requirements must be imposed on its staff, sub suppliers, commissioned parties, and other assistants.

RISK AND COMPLIANCE

The following list of risk management activities and/or procedures demonstrates our commitment to compliance with our corporate policies:

- We conduct an annual human rights risk assessment to identify potential human rights risks.
- We work with key sector suppliers who have a reputation for commitment to the Health, Safety and Welfare of their employees and suppliers.
- We internally share information on suppliers when they fail to work in accordance with our standards and will identify them as blocked on our purchasing list of approved suppliers.
- We ensure that anyone working on our premises or those of our customers, works in accordance with all local Health, Safety and Welfare legislation, and in accordance with our Policies and Procedures.

Our suppliers provide us with technically complex products and installation services, and we do not consider that we operate in high-risk sectors or locations because modern forms of slavery in our sector of business are not prevalent in the UK or EU where most of our suppliers are based.

We ensure our suppliers are aware of our policies and encourage them to adopt our high standards. We adopt a zero-tolerance approach to slavery and human trafficking throughout the organisation which extends to our supply chains. Upon discovery of a breach of our policies relating to slavery and human trafficking we will terminate any relationship with the relevant supplier with immediate effect.

We have a dedicated compliance team and a longstanding Compliance Management System. The organization consists of representatives from different areas of expertise with extensive experience and across business segments, enabling a comprehensive and in-depth evaluation of potential compliance risks.

TRAINING

We aim to ensure all employees work in accordance with the KUKA Corporate Compliance Manual and promote awareness through the Swisslog and KUKA intranet page on Corporate Compliance which contains manuals, training, Group Policies, as well as FAQ's.

Mandatory Corporate Compliance training is conducted annually and is available in both online and offline formats via the KUKA Learning Management System or through direct contact with the Compliance Organization.

HEALTH & SAFETY

Swisslog has a strong commitment to the Health & Safety of employees, suppliers and customers and employ a Health & Safety Manager, as well as maintaining our ISO 9001 accreditation. We actively promote the reporting of near miss incidents and have a comprehensive range of mandatory Health & Safety training for employees in accordance with the needs of the individuals.

FURTHER ACTIONS, APPROVAL AND ENDORSEMENT

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we will continue to promote awareness of our Code of Conduct and Corporate Compliance Manual, ensuring slavery and human trafficking does not take place within our operation.

We will monitor its use and effectiveness during Internal Audits and through feedback from line managers and employees. We will continue to review purchasing from external suppliers and ensure that those involved in the use of third-party products and services adhere to the corporate and local policies referenced here. We will continue to qualify and monitor our suppliers to ensure they operate in accordance with our policies.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Swisslog's slavery and human trafficking statement for this financial year.

Shane Faulkner
Managing Director
Swisslog (UK) Limited

Signature:



Richard Duhý
Finance Director
Swisslog (UK) Limited

Signature:

