

Modern Slavery and Human Trafficking Statement for Financial Year 2020



As a family-owned and values-driven company, an essential and fundamental part of the BRITA business culture and self-image involves acting with integrity and responsibility. The BRITA Group¹ therefore respects the universally recognised human rights and basic principles of ILO (International Labour Organization). As such, we reject all forms of modern slavery and human trafficking.

This statement was written to fulfil Section 54 of the UK Modern Slavery Act 2015 and similar reporting requirements. It aims to demonstrate the steps and measures undertaken by BRITA to ensure that modern slavery or trafficking does not take place in any part of our business or supply chain.

1. Company, Business and Supply Chain

BRITA is one of the leading drinking water optimisation companies. Our long-established brand is synonymous with the water filter jug in many countries. As a family-owned company we are based in Taunusstein near Wiesbaden and have 29 national and international subsidiaries as well as shareholdings, distribution and industrial partners in over 65 countries on all five continents. In the financial year 2020, ending the 31st of December,

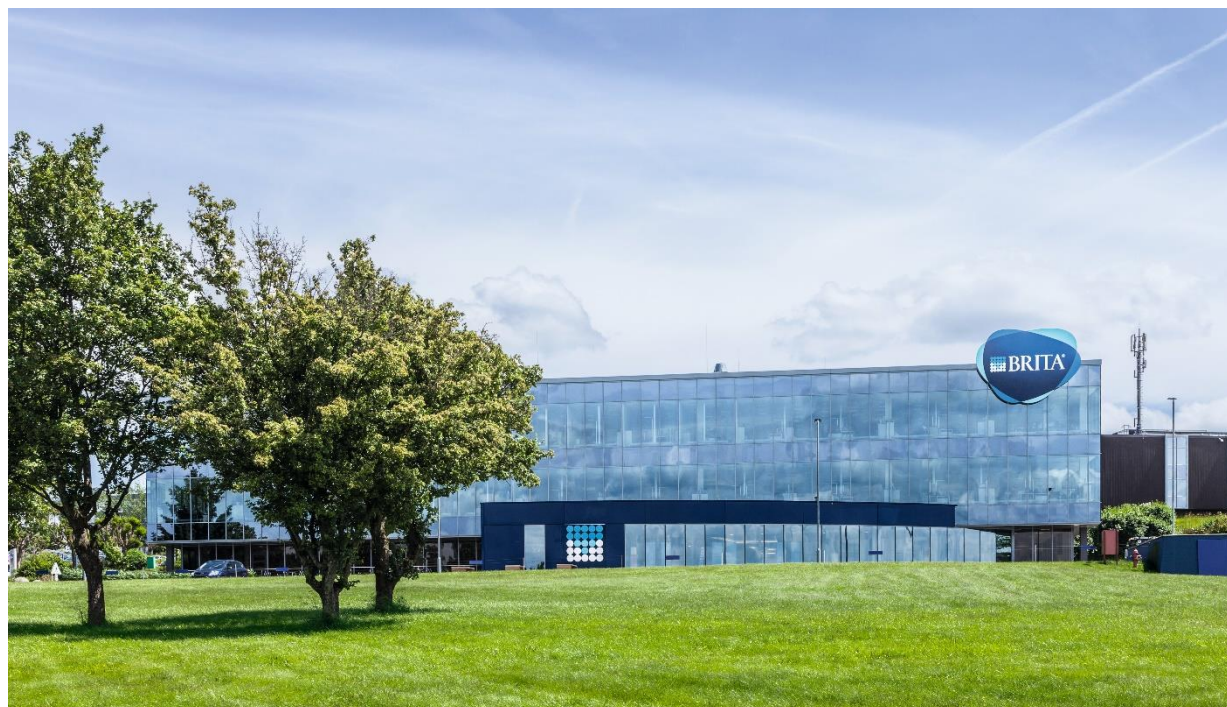
¹ BRITA Group refers to BRITA GmbH and all its subsidiaries, specifically BRITA Water Filter Systems Ltd (UK) to which this statement also applies.

BRITA achieved a total turnover of 617 million Euros and employed 2,124 people worldwide.

We offers a wide range of innovative water filtration solutions for private (water filter jugs, on-tap systems and BRITA Integrated Solutions for small and large electric appliances by renowned manufacturers) and commercial use (hotel sector, restaurants, catering and vending) as well as on-tap water dispensers for

offices, schools, restaurants and the hygiene-sensitive care sector.

BRITA operates modern production facilities in Germany, UK, Italy and China. Raw materials and components, including technical water filtration and electronic modules, are sourced from a global network of trusted suppliers. We maintain long-standing relationships with our most important



suppliers to guarantee high quality and safety standards in its products. A list of critical suppliers based on purchasing volume and a number of specific risk factors is compiled annually and serves as the basis for the supplier audit and evaluation scheme. A limited number of strategically important raw materials are sourced from countries that are known to be at risk for low wage standards. Although purchasing is a centralised function within the BRITA Group, the defined policies and standards also apply to suppliers at the subsidiary level.

2. Policies related to Slavery and Trafficking

We have implemented a Code of Conduct as a binding set of instructions and fundamental principles that help us safeguard our corporate responsibility and respond appropriately to ethical or legal issues. As part of the Code of Conduct, the Code of Ethics prohibits the use of forced, compulsory or child labour and sets out other provisions regarding human rights and working conditions. The Code of Conduct along with the Code of Ethics applies equally to all BRITA employees worldwide and to our business partners. It is part of the standard contractual agreement between BRITA and our suppliers.

3. Due Diligence and Risk Assessment

We understand that our global supply chain imposes upon us a certain responsibility to prevent human trafficking and slavery. Suppliers are therefore required to sign and agree to uphold the provisions on human rights and slavery laid out in the BRTA Code of Conduct when conducting business with us. Furthermore we work to ensure that not only social, but also environmental standards are upheld in the supply chain. In order to assess and evaluate the social performance of relevant suppliers, we have designed a process that requires suppliers of production-relevant materials above a certain purchase volume, and suppliers of other key materials or components and service provider, to regularly complete a self-assessment addressing their compliance with human rights and anti-slavery provisions as well as other social and environmental topics.

Suppliers are required to provide information and documentation on their compliance. Additionally, suppliers of critical materials are regularly audited by qualified BRITA experts. Their performance as well as compliance with our policies is monitored. Where necessary, we may also commission a third party to audit selected suppliers.

We have defined an internal whistleblowing mechanism that allows employees and suppliers to report - anonymously and without fear of repercussions – any suspected violation of the Code of Conduct by employees or suppliers.

We are currently working on further increasing due diligence measures to ensure that no slavery or human trafficking takes place in our supply chains. To this end we will monitor and further improve our systematic approach to ensuring that suppliers are



compliant with the instructions and principles of our Code of Conduct. Actions will include refining the risk-based approach of supplier monitoring, as well as further developing our supplier audit and evaluation system.

4. Training and Capacity Building

Our compliance trainings cover all aspects defined in the Code of Conduct, including dealing with business partners and third parties (competition law/antitrust law and anti-corruption), protecting the company and its staff members, protecting the environment and social responsibility (including labour and working conditions). Using interactive workshops with realistic case studies, the trainings help employees to better recognise and understand ethical predicaments and when to report such incidents. Employees conducting supplier audits are trained to cover a variety of audit topics, including social compliance. Going forward, we want to further enhance the competencies of employees dealing with suppliers and social responsibility topics to deal with the challenge of ensuring a trafficking and slavery-free supply chain.

We believe that modern slavery and human trafficking have no place in our supply chains. As a family-owned business that considers ethical business conduct part of our self-image, we will take appropriate measures to continuously improve our own policies and systems to ensure that modern slavery plays no role in the sourcing or production of our products.

This statement was approved by the Executive Board and signed on its behalf by the Chief Executive Officer and – to comply with the requirements of the UK Modern Slavery Act 2015 - by the legal representatives of BRITA Water Filter Systems Ltd. in the United Kingdom.

June 15, 2021

Markus Hankammer

Chief Executive Officer
BRITA Group

Neal Whitfield

Managing Director Operations
BRITA Water Filter Systems Ltd (UK)

Christian Köhler

Director Finance & Administration
BRITA Water Filter Systems Ltd (UK)