

## Modern Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. This statement relates to the financial year ended December 31, 2022.

### Telegärtner Karl Gärtner

Telegärtner supports the combat against modern slavery and does not tolerate any form of modern slavery in their business or in their supply chain. Therefore, we need to educate ourselves continuously to be able to recognize any form of modern slavery and to establish effective methods to minimize any occurring risks.

### Our supply chain and the assessment of risk

We work with several suppliers. Therefore, we require our employees request the necessary information to evaluate the supplier, as a reliable contractual partner. We expect our partners to sign a Supplier Code of Conduct to be sure that our partners pursue the same values and do not support modern slavery practices. As a result, we consider the risk to be minimal. However, we are aware that there are risks in our supply chain.

Having said this, we do not tolerate forms of modern slavery and will not knowingly do business with companies who do not share this point of view.

## Our values – “ZVEI – Code of Conduct”

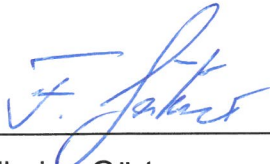
We are committed to the ZVEI – Code of Conduct to social responsibility. This guideline maintains important values like working conditions, social- and environmental sustainability, transparency, collaboration and dialog that is marked by trust, which we share with its member companies.

This Code of Conduct declares our policies. Important parts of our Code of Conduct are for instance, that we comply with human rights according to the UN Human Rights Charter, we have a zero tolerance policy for child labor and we make sure that our employees are at minimum 15 years old or we ensure we comply where the minimum local legal requirements are higher than this. We also request and require this from our suppliers.

## Continuous development

We accept that the mission against modern slavery is an on-going process and that our risks and methods to combat these risks need to be reviewed frequently. Therefore, we will review this statement annually.

This statement was approved by the Managing Directors on January 09, 2024.



Florian Gärtner  
Managing Director



Daniel Gärtner  
Managing Director



Michael Kolban  
Managing Director