

**KONECRANES DEMAG UK LTD****2024 ANTI SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Konecranes is committed to operating in a manner consistent with internationally recognized human rights as defined in the International Bill of Human Rights and International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. (ILO principles covering occupational safety and health; freedom of association & collective bargaining; non-discrimination in employment and occupation; elimination of slavery and forced labor; and abolition of child labor.) Konecranes is also committed to the United Nations Guiding Principles on Business and Human Rights and the ten principles of the United Nations Global Compact.

**Our organization, structure and supply chain**

Konecranes is a global leader in material handling solutions, serving a broad range of customers across multiple industries, including manufacturing and process industries, shipyards, ports and terminals. Konecranes provides productivity enhancing lifting solutions as well as services for lifting equipment of all makes. Konecranes Industrial Service and Equipment offers specialized maintenance services and spare parts for all types and makes of industrial cranes and hoists, as well as provides an extensive range of industrial cranes, from components and light duty applications to demanding process use and solutions. Konecranes Port Solutions provides equipment, software and service for the container handling industry. The Group has approximately 16,500 employees in over 50 countries.

Konecranes Demag UK Limited (Konecranes UK) is a wholly owned subsidiary of Konecranes Plc ("Konecranes"). Konecranes UK employs around 440 employees. As a wholly owned subsidiary, Konecranes UK follows Konecranes group policies and procedures. Konecranes UK has a supply chain network that exists to support its installation, modernization and service operations. Konecranes factories in different parts of the world form an important part of the Company's supply chain. Equipment is procured from Konecranes factories on a regular basis.

**Internal policies and actions in relation to slavery and human trafficking**

Konecranes' Code of Conduct and Corporate Governance Framework guide the everyday activities of the company by clearly describing our internal standards and ethical values as well as our legal obligations. We have a group-wide Code of Conduct, which explicitly forbids the use of forced labor. The Code of Conduct is currently available in 35 languages and is publicly available at [https://www.konecranes.com/sites/default/files/2023-03/Code\\_of\\_Conduct-2023-English.pdf](https://www.konecranes.com/sites/default/files/2023-03/Code_of_Conduct-2023-English.pdf). In addition, Konecranes Human Rights Policy states Konecranes key human rights commitments and describes the human rights due diligence process. The policy is publicly available at <https://www.konecranes.com/about/sustainability/policies-and-principles>.

We have a regular group-wide Code of Conduct training program where staff employees are required to complete a Code of Conduct training every year and operatives every second year. During 2023, the Code of Conduct training was required by staff and 99% of the UK staff employees completed the training in 2023. The Code of Conduct training 2023 addressed human rights matters, among others. The Code of Conduct is also part of the new employee induction training. We have a group executive-level Compliance & Ethics Committee to oversee the implementation and development of our Compliance and Ethics program, which is managed by the group Compliance & Ethics team.

We aim to promote a healthy speak-up culture where people feel safe reporting compliance and ethical concerns without a fear of retaliation. To encourage our employees to address any issues, we offer multiple ways to raise concerns. Among these is an externally hosted Whistleblowing Channel which gives our employees an additional means to raise concerns relating to compliance with laws and ethical conduct. The Whistleblowing Channel is also open and available for externals at <https://www.konecranes.com/about/sustainability/compliance-ethics/whistleblowing>. This process is managed by the group Compliance & Ethics team.

The Procurement organization is responsible for compliance with the legal, ethical, environmental and other sustainability obligations of Konecranes' supplier base and sets the requirements and processes for procurement. Our goal is to evaluate and set requirements that help to ensure that environmental and social impacts are managed properly through responsible procurement.

We expect our suppliers and subcontractors to conduct their businesses according to similar legal, ethical, environmental, and employee-related principles as those we set out in our own Code of Conduct. To receive approved supplier or subcontractor status, our suppliers and subcontractors must commit to the requirements of our Supplier Code of Conduct or equal level of requirements. The Supplier Code of Conduct forbids the use of child and forced labor. The Supplier Code of Conduct is publicly available in several language versions at <https://www.konecranes.com/suppliers-code-of-conduct-other-languages>. The suppliers are encouraged to raise compliance and ethical concerns via Whistleblowing Channel as explained above.

### **Due Diligence and Audit Process**

Our human rights risks and impacts identification is done with a cross-functional internal team and includes input from external human rights experts. Severity of the risks is defined based on the scale, scope and the irremediability and likelihood of each individual risk is estimated based on country context, information from our monitoring channels and on expert knowledge. We are annually reviewing this analysis, taking into account changes in our business and the results we get from our monitoring channels, such as from our Whistleblowing Channel and from social

responsibility assessments and supplier audits. We seek to collect input for the analysis from affected people through different means, such as with employee surveys and discussions with employee representatives.

In 2023, we analyzed especially the human rights risks of the supply chain, which enables us to focus our due diligence activities on high-risk purchase categories and countries. For country-level risk analysis, we used the Global Risk map tool, where human rights risk ratings are based on five international indexes, such as Fundamental Human Rights Index & Global Slavery Index.

Forced labor was identified as a potential risk, for example when using in our facilities low-skill work, such as in cleaning and in canteens. To avoid forced labor and other risks from realizing, Konecranes performs supplier evaluations, which are divided in self-assessments and on-site audits. We carry out a background check in a form of self-assessment before the supplier or subcontractor relationship begins, and we evaluate whether the potential supplier or subcontractor is fulfilling the requirements set in Konecranes Supplier Code of Conduct. Subcontractors and defined suppliers are required to repeat the self-assessment every three years. Audits are conducted for selected new and existing suppliers based on identified risks. In 2023, we executed on global level 33 on-site audits for our existing suppliers, concentrating particularly on the compliance with our Supplier Code of Conduct. There was no forced or child labor identified in the audits.

To strengthen our due diligence related to minerals sourcing and compliance of human rights, we joined in 2021 Responsible Minerals Initiative (RMI), to mitigate risks jointly with hundreds of companies.

Additionally, Konecranes is conducting social responsibility assessments in own manufacturing or service operation sites. Third-party is doing the assessments against Konecranes' Fair Labor Frame, which includes zero tolerance for forced and child labor. In 2023 assessments were done for example in Mexico and Philippines.

Statement has been approved by the Board of Directors of Konecranes Demag UK Ltd, who will review and update it as necessary on annual basis. This Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015.



Andrew Spencer  
**Managing Director**  
**Konecranes Demag UK Ltd**  
**25/4/2024**