

## Nilfisk 2024 statement related to the UK Modern Slavery Act 2015

The Modern Slavery Act 2015 (Act) came into effect on 28<sup>th</sup> October 2015. This law requires certain manufacturers and retailers doing business in the UK to disclose information regarding their efforts and policies to eradicate slavery and human trafficking within their business and supply chain.

### Nilfisk commitment

Since we operate globally with approximately 4700 colleagues working across sales companies in over 40 countries, and production sites in five countries, the Nilfisk group recognizes the responsibility of corporations to respect Human Rights, and we work actively to ensure a high level of awareness in this area. Nilfisk respects and complies with applicable laws, regulations and international human rights principles and international labor standards as defined by the UN Guiding Principles of Business and Human Rights and by the International Labor Organization's Declaration on fundamental Principles and Rights at Work. This includes refraining from practices that can give rise to risks of forced or compulsory labor, human trafficking, exploitation and other practices deemed as modern slavery under the Act.

Our commitment to respect Human Rights is an integral part of Nilfisk's Code of Conduct, anchored in behaving with integrity as individuals and as a company. The Code of Conduct helps employees to act responsibly in their daily business-related decision making and interaction both internally and externally.

### Our suppliers

Because Nilfisk's operations are predominantly assembly and sales based, we focus on ensuring that our extensive network of suppliers conform to Nilfisk standards and observe the UNGC principles. In 2015, began assisting suppliers to learn and apply the ten principles of the UN Global Compact (UNGC), and, from 2019, began regular audits of suppliers by a dedicated resource to evaluate compliance with UNGC principles and applicable laws and help them fill compliance gaps.

Further, Nilfisk conducts automated due diligence on current and prospective suppliers and imposes broad employee labor rights obligations, including prohibitions under the Act, through contractual provisions and a pending supplier code of conduct; and prospective suppliers must confirm compliance with UNGC and related principles and practices, and with Nilfisk requirements, to be accepted as Nilfisk suppliers, including confirming that they do not engage in actions prohibited under the Act.

### An ongoing work in progress

Ensuring Human Rights is a dynamic process and we will continue to learn and integrate the knowledge we gain, and incorporate this into enhanced supplier due diligence, auditing and training.



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3 September 2024