

# Modern Slavery and Human Trafficking Statement for Financial Year 2022

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 Group<sup>1</sup> 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 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.

## 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 30 national and international subsidiaries as well as shareholdings, distribution and industrial partners in around 70 countries on five continents. In the financial year 2022, ending the 31<sup>st</sup> of December, BRITA achieved a total turnover of 664 million Euros and employed more than 2,200 people worldwide.

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

We offer a wide range of innovative water filtration solutions for private in-home and out-of-home use (water filter jugs, bottles and soda makers) 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, the 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 our 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 potential human rights abuses. The defined policies and standards apply to suppliers at headquarter and the subsidiary level.



### **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. A part of the Code of Conduct, our 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.

### **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 thus required to sign and agree to uphold the provisions on human rights and anti-slavery laid out in the BRITA 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. We have designed a process to assess and evaluate the social performance of relevant suppliers. It requires suppliers of production-relevant materials above a certain purchase volume, suppliers of key materials or components, and service

providers 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 recently updated our whistleblowing mechanism to ensure even more privacy and protection for employees and suppliers who wish to report – anonymously and without fear of repercussions – any suspected violation of the Code of Conduct by employees or suppliers.

We are working to further increase due diligence measures to prevent slavery or human trafficking in our supply chains. In 2023, we will develop a stand-alone Supplier Code of Conduct. We will strengthen our risk-based supply chain analysis and create the role of a human rights officer to oversee and control all relevant processes and decision-making within the company. By end of 2023 we will meet all requirements of upcoming supply chain due diligence legislation in Germany. Further measures of improvement will be taken as necessary.



### **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 supply chain free of trafficking and slavery.

We believe that modern slavery and human trafficking have no place in our supply chains. 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 and signed on behalf of the Executive Board by the Chief Executive Officer and by a legal representative of BRITA Water Filter Systems Ltd. in the United Kingdom.

Taunusstein June 5<sup>th</sup>, 2023

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Chief Executive Officer  
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#### **Christian Köhler**

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

#### **Neal Whitfield**

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