

## Modern Slavery Act (MSA) 2015:

# Modern slavery and human trafficking statement for 2021

### The AMANN Group in brief

The AMANN Group, having its head office in Bönningheim / Germany, is a leading international manufacturer of high-quality sewing and embroidery threads for clothing, shoes & accessories, home interior, automotive, techtext and trade. We are an esteemed and innovative partner for our customers. Founded in 1854, the AMANN Group has become a global player and leader in technology with a total of 7 production sites in Europe and Asia, and more than 2,500 employees worldwide. The global turnover of the AMANN Group amounted to 202.15 m€ (around 169.8 m£) in the fiscal year ending on 31 December 2021.

In 2021, the net sales of our British subsidiary, AMANN Threads UK Ltd., were below 36 m£ (threshold set out in section 54 (2) (b) of the MSA). The yearly slavery and human trafficking statement is therefore again produced by the parent company (Group level).

### Our internal Group Policies

The AMANN Code of Conduct, lastly revised and updated in October 2020, is the core document determining our fundamental ethical principles. It is a binding regulation for all employees of the AMANN Group. All new employees joining the company were provided with a copy of the AMANN Code of Conduct in their national language and have confirmed the respective document receipt by signature.

Training courses on Compliance topics are held on a regular basis. In 2021, the rollout of AMANN Learning HUB, a new online training platform, took place at AMANN, allowing us to offer more frequent refresher trainings on Compliance topics.

### Our external Group Policies

By joining the UN Global Compact in 2019, AMANN has committed to comply with the ten universal principles of the UN Global Compact, covering - among others - the upholding of the elimination of all forms of forced and compulsory labour as well as the upholding of the abolition of child labour. To ensure common understanding of ethical business activities along the entire value chain, we require every supplier / service provider to sign our Supplier Code of Conduct or to provide an own, similar Code of Conduct. Since 2020, signed code documents have been received from all key suppliers and service providers.

To monitor compliance with our standards set out in the Supplier Code of Conduct, we regularly carry out on-site compliance audits at our suppliers' sites. In 2021, the possibility of such audits was limited due to the ongoing Covid-19 travel restrictions in Europe and Asia.

## Next steps

For 2022, a revision and update of the Supplier Code of Conduct is planned in order to cover also the requirements of the German Act on Corporate Due Diligence Obligations for the Preventions of Human Rights Violations in Supply Chains (“Lieferkettensorgfaltspflichtengesetz”), which will be mandatorily applicable for our Group from 1 January 2024.

Several on-site Compliance reviews at third party suppliers were included in the AMANN Internal Audit Plan for the year 2022. However, a timely realization or a possible postponement of these reviews is highly dependent on the further development of the global pandemic situation.

This statement is made pursuant to section 54 (1) of the UK Modern Slavery Act 2015 and constitutes our Group’s slavery and human trafficking statement for the financial year ending 31 December 2021. All Group board members did approve the statement in the director’s meeting on 8 May 2022.

Signed by Wolfgang Findeis

Chief Financial Officer and member of the Group board

AMANN Group

08.05.2022