



**KÖBO**  
The Chain People

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## **KOBO (UK) Ltd**

### **Anti-Slavery and Human Trafficking Statement**

Modern slavery and Human Trafficking are crimes and are gross violations of fundamental human rights. They take various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and human trafficking and are fully committed to preventing slavery and human trafficking in our corporate activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out Köbo (UK) Ltd actions to understand all potential modern slavery risks related to business and to ensure steps are maintained to prevent slavery and human trafficking.

#### **Our business**

Köbo GmbH & Co. KG has been established for over 125 years and Köbo (UK) Ltd has been open for more than 50 years, and as a global player & presence in the Chain arena with production facilities in Germany, Poland and China. With a background in the design and manufacture of chains, Köbo (UK) Ltd is committed to stamping out modern slavery wherever possible.

Our company has evolved over the years to meet the growing demands of an increasingly global market. Today the business supplies clients across Europe, the Americas and Asia from its headquarters and our collaborative approach, with clients and production partners alike, enables us to deliver tried and tested solutions that perform without compromise in the most challenging conditions. Dedicated design teams for each product line are focused on a continuous process of development and improvement, while extensive on-site testing facilities ensure each component and system conforms to our Customers' exacting standards. We are proud to have achieved the very highest international quality and environmental accreditations, and we think you'll find evidence of our commitment to excellence in every aspect of our business.

#### **Our supply chains and Supplier adherence to our values**

The relationship with all our suppliers has been established over a number of years and is built upon mutually beneficial factors, where we have close and personal links and contact with the owners or directors.

As and when we have new contractors or suppliers come on-board, we pre-qualify any new firm through a series of diligence, relating to company performance, HS&E compliance, signing up to our Code of Conduct and, where possible, references from other customers to establish that they are suitable. This will include site audits.

To date we haven't been made aware of any human trafficking / slavery activities within the supply chain but if any were highlighted to us then we would act immediately in accordance with our legal and moral obligations.



## **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **Training**

We have zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Anti-slavery Policy is available. We encourage all staff working for and with us (including employees, consultants, contractors and agency workers) to report any concerns about modern slavery in any part of our business or in our supply chains in accordance with our Whistleblowing Policy.

## **This Statement**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement.