



Groupe SEB UK Limited Modern Slavery Statement 2020

This statement details Groupe SEB UK Limited's approach to the prevention of modern slavery as required under the provisions of the Modern Slavery Act 2015.

We at Groupe SEB adhere to the laws that are valid in each of the countries in which we operate. We respect the international laws decreed by the United Nations and, and we have adopted the principles set out in the International Bill of Human Rights, the fundamental conventions of the ILO¹ and the guiding principles of the OECD² for multinational companies.

Groupe SEB has been a signatory of the ten principles of the UN³ Global Compact since 2003:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: They should make sure that they are not complicit in human rights abuses.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labor.

Principle 5: The effective abolition of child labor.

Principle 6: The elimination of discrimination in respect to employment and occupation.

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and promotion of environmentally friendly technologies.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery and is committed to respecting the nine principles of the CECED⁴ Code of Conduct which it signed in 2005: -

GROUPE SEB UK Ltd. ■

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Forced Labor

There shall be no use of forced labor in any form. This includes forced prison labor, bonded labor or otherwise.

Child Labor

There shall be no use of child labor. Unless local law stipulates a higher age limit, no person younger than the age for completing compulsory education or younger than 15 (except as provided for by ILO convention No. 138) shall be employed. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

Harassment

Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

Compensation

Wages, including overtime and benefits, shall equal or exceed the level required by applicable law and regulations.

Hours of work

Unless national regulations require fewer maximum work hours, and except under extraordinary business circumstances, employees shall not, on a regularly scheduled basis, be required to work a standard week of more than 48 hours or a total work week of more than 60 hours (including overtime). Workers shall be provided at least one day off in every seven-day period, except in extraordinary business circumstances.

Non-discrimination

All employees shall be treated strictly according to his other abilities and qualifications in any employment decisions, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

Health and Safety

Employers shall provide a safe and healthy working environment to prevent accidents and injury and, when applicable, safe and healthy residential facilities, with applicable local law as a minimum.

Freedom of Association and Collective bargaining

Employers shall recognize and respect the legal right of employees to the freedom of association and collective bargaining.

Environment

Companies will comply with environmental regulations and standards applicable to their operations and will observe environmentally conscious practices in all locations where they operate.

These principles form part of our Code of Ethics, which are known and abided by. Training is regularly provided, and awareness and understanding is monitored via internal audits.