

2018 Statement on the Prevention of Slavery and Human Trafficking by Siemens Healthcare Diagnostics Manufacturing Limited (the “Company”)

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Company has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

The Company fully supports the aims of the Act and is committed to operating free from forced labour, slavery and human trafficking. We have a zero tolerance approach to forced labour, slavery and human trafficking in any form, in any part of our business or supply chain.

As part of the worldwide Siemens group of companies, sustainable practices are firmly anchored in our corporate culture, based on our company values of being responsible, excellent and innovative. We apply globally-binding principles that require employees and managers to behave in an ethical, law-abiding manner. We act responsibly to support economic, environmental and social progress.

Our businesses

Our employees are required to comply with our Business Conduct Guidelines which commits each of them to respect the personal dignity, and personal rights of every individual, as well as to act with integrity and in accordance with the law.

Our Business Conduct Guidelines require that our employees recognise and apply globally-relevant anti-slavery principles specifically including the International Labour Organisation’s Tripartite Declaration of Principles, and its Declaration on Fundamental Principles and Rights at Work, in particular with respect to the elimination of child labour, abolition of forced labour, prohibition of discrimination, and rights to freedom of association and collective bargaining.

Employees are required to sign a statement that they have read and understood the Business Conduct Guidelines as part of our recruitment process.

Our supply chain

Our Code of Conduct for Suppliers and Third Party Intermediaries sets out the standards of ethical, lawful and sustainable conduct we expect from our business partners.

We require commitment to our Code of Conduct from our suppliers and third party intermediaries and have made it a core element of our Supplier Management processes.

Our Code of Conduct prohibits the use of forced labour and child labour by our suppliers, requires our suppliers to respect the employment rights of their workers and requires our suppliers to use reasonable efforts to promote compliance with the Code of Conduct amongst their own suppliers.

The principles underlying our Code of Conduct are based on the UN Global Compact relating to human rights, labour standards, environmental protection and anti-corruption initiatives. These principles are derived from the Universal Declaration of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation and the principles of the Rio Declaration on Environment and Development.

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We have put in place processes to verify that our suppliers comply with our Code of Conduct, these processes include corporate responsibility self-assessments, supplier quality audits with corporate responsibility content and incident-driven inspections. We use a risk-based system, established at the group level, to systematically identify potential risks in our supply chain.

Our suppliers

Prior to selection all suppliers undergo various due diligence checks including a Corporate Responsibility Self-Assessment (CRSA). These questionnaires enable suppliers to assess whether they meet the requirements of our Code of Conduct and MSA statement. This process raises awareness of these requirements, identifies potential risks in connection with sustainability at an early stage, and ensures that appropriate steps are taken.

Following selection, suppliers are continually monitored and risk assessed, particularly those operating in higher risk countries. Suppliers for whom certain potential sustainability risks have been identified or where there are suspicions of non-compliance with the Code of Conduct are subjected to an in-depth assessment by audit experts on site. To ensure independent reporting, this assessment is carried out by external service providers.

More details of how we operate our supplier management processes to ensure compliance can be found in the Code of Conduct.

Our commitment

As part of our commitment to ensuring we comply to the legislation in our Supply chain, we have incorporated additional actions into our Procurement process in the last fiscal year. Text and URL link to our Modern Slavery Act 2015 statement have been added to Purchase orders for Great Britain and Ireland.

In addition to our Code of Conduct, a Modern Slavery Act questionnaire has been added to our Supplier Quality Management process together with distribution of MSA compliance letter to our Supply chain to raise awareness and ensure they are compliant.

We will continue to apply a zero tolerance approach to forced labour, slavery and human trafficking in any form, in our business and supply chain.

This statement has been approved by the board of directors of the Company, with respect to the financial year ending on

Signed: 
Name: Kwai So
(Director)
Date: 16/4/2018