

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

**AT MUNTERS WE ARE COMMITTED** to improving the working conditions of people around the world who are part of our business and supply chain. We strive to protect people from illegal and immoral practices and have policies and processes in place to clarify our position.

Millions of people fall victim to forced labor by working and providing a service against their will. They cannot leave their work or service without fear of being penalized or punished. This should not be tolerated and we must do our utmost to put an end to it.

We are aware of the global risk of forced labor in the supply chain and more work is needed to find effective and lasting solutions to end this type of human rights abuse.

At Munters, we conduct business in accordance with our Code of Conduct, which describes the legal and ethical standards we expect from our employees and suppliers. Our code of conduct has been signed by all our major suppliers and we work continuously to ensure that they live up to our standards.

We also train our employees in the subject and ensure that we communicate internally about the progress we are making in the area. Together with our employees and suppliers, we wish to be part of the positive change in society.

Klas Forsström  
*President and CEO at Munters*



## INTRODUCTION

This statement is made by Munters Group AB. It is made in accordance with section 54 of the Modern Slavery Act 2015 and covers the financial year 2020.

## OUR BUSINESS

Munters is a world leader in energy-efficient and sustainable air treatment solutions. Thanks to its innovative technologies, it creates the perfect climate for demanding industrial applications, especially in the food, pharmaceutical and agriculture sectors.

## ORGANIZATIONAL STRUCTURE

Munters Group AB reported annual net sales of more than SEK 7 billion in 2020. It is listed on Stockholm Stock Exchange, Nasdaq. The company has around 3,500 employees who work with manufacturing, sales and services in more than 30 countries. Munters UK Limited is part of the Munters Group and has its main base in Bedfordshire. Munters UK Limited provides services throughout the UK and beyond.



## OUR POLICY ON FORCED LABOR AND HUMAN TRAFFICKING

Munters is committed to ensuring that there is no forced labor or human trafficking in our supply chains or any other part of our business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships. Our code of conduct emphasizes our commitment to legal and ethical business practices and the standards we expect of our colleagues and suppliers.

Our code of conduct expresses our zero tolerance for any form of forced labor and human trafficking (including child labor) in our supply chain or any other part of our business. Violations of our code of conduct, policies or applicable law, can be reported via our whistleblower channel, which enables reporting in all jurisdictions where possible.

Our code of conduct for suppliers requires that our suppliers and partners do not engage in, tolerate or support any form of forced labor or human trafficking or child labor. Munters takes measures to verify, evaluate and manage risks with forced labor and human trafficking in our supply chains. We require our suppliers, contractors and distributors to make every effort to comply with our code of conduct and we encourage all partners to report in good faith any issues or concerns about potential unethical business practices, including forced labor or human trafficking, that they are aware of or suspect.

As part of Munters' commitment to eliminating forced labor and human trafficking, we train key personnel, including those involved in recruiting staff or contractors, and provide guidance on how to recognize signs of abuse among those who perform services for Munters.



## FURTHER STEPS

Munters will strive to ensure that the policies in our Code of Conduct and our Code of Conduct for Suppliers work to eradicate forced labor and human trafficking, reflect best practices and be reviewed regularly to make sure that it is up to date.



