

## Modern Slavery Act (MSA) 2015: Modern slavery and human trafficking statement

Since 1854, AMANN has been one of the global leaders in the field of high-quality sewing and embroidery threads. For Apparel customers the AMANN Group supplies sewing threads for modern and functional clothing. The manufacturing of high-performance threads for the global automotive industry, from safety-relevant airbags through to designer embroidery applications for vehicle interiors, is another pillar of the AMANN Group activities. Furthermore, AMANN Group does also match the highest needs of B2C customers in the different areas of sewing, quilting, embroidery and overlocking.

### Our Organization

The AMANN Group, having its head office in Bönningheim / Germany, has over 2,100 employees worldwide and operates six production sites as well as sales subsidiaries in 20 countries. The total global turnover of the AMANN Group was 169.4 M€ (around 150.38 M£) in the fiscal year ending on 31 December 2017.

In 2017 AMANN Threads UK Ltd., our British subsidiary, did not meet the turnover threshold of 36 M£ set out in section 54 (2) (b) of the MSA. It was therefore decided that the yearly slavery and human trafficking statement is going to be produced by the parent company (Group level).

### Our Supply Chains

The AMANN Group and its business entities do source a wide range of products and services from suppliers and service providers around the world including from AMANN business entities and third parties. AMANN Group strives to maintain the highest level of ethical standards for each transaction with all of its suppliers and service providers.

### Our Policies

The AMANN Code of Conduct sets out high ethical standards (among others: basic principles like the respect for employees' rights and the condemnation of child and forced labor), which are binding for all employees of the AMANN Group. A copy of the AMANN Code of Conduct (available in native language) was handed out to all employees against acknowledgement of receipt. Furthermore, frequent Compliance trainings are being performed by the Group Compliance Officer and by seven Regional Compliance Managers in order to raise the awareness of staff for ethical behavior and to help employees to comprehend the organization's stance on slavery and human trafficking.

## Further steps

The AMANN Group is committed to improve its practices gradually, but to ensure that no slavery and human trafficking is taking place anywhere in its supply chains. As part of the global Compliance initiatives, it is envisaged to have the final versions of the AMANN Supplier Code of Conduct (in selected supplier native languages) available in the course of 2018. In the subsequent implementation phase all suppliers, service providers, agents, subcontractors, sales representatives and freelance collaborators of the AMANN Group will be required to countersign this Code in order to confirm their commitment with the ethics set out. The signing of the AMANN Supplier Code of Conduct will be an indispensable prerequisite for the initiation or further continuation of a business relationship with a supplier or service provider. After the rollout of the AMANN Supplier Code of Conduct, on-site reviews at selected suppliers will be carried out by the Group Compliance Officer and the Global Procurement Department in order to monitor the adherence of the agreed ethical standards.

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 2017. All Group board members did approve the statement in the director's meeting on 2 May 2018.

Signed by Wolfgang Findeis

Chief Financial Officer and member of the Group board

AMANN Group

02.05.2018