

## Modern Slavery Act (MSA) 2015:

# Modern slavery and human trafficking statement for 2020

### The AMANN Group in brief

The AMANN Group, having its head office in Bönningheim / Germany, is a leading international manufacturer of high-quality sewing and embroidery threads for clothing, shoes & accessories, home interior, automotive, techtext and trade. We are an esteemed and innovative partner for our customers. The family company - with its non-profit Hanns A. Pielenz foundation as majority shareholder since 2005 - has become a global player with a total of 7 production sites in Europe and Asia, and more than 2,500 employees worldwide. The global turnover of the AMANN Group amounted to 176.4 m€ (around 158.6 m£) in the fiscal year ending on 31 December 2020.

In 2020, the net sales of our British subsidiary, AMANN Threads UK Ltd., were below 36 m£ (threshold set out in section 54 (2) (b) of the MSA). The yearly slavery and human trafficking statement is therefore again produced by the parent company (Group level).

### Our internal Group Policies

The fundamental ethical principles are determined in the AMANN Code of Conduct, which is a binding regulation for all employees of the AMANN Group.

As the world of Compliance is in constant motion, we have revised and updated our AMANN Code of Conduct in October 2020. All employees were provided with a copy of the AMANN Code of Conduct in their national language and have confirmed the respective document receipt by signature. Training courses on Compliance topics are still held on a regular basis.

### Our external Group Policies

AMANN considers the ten principles of the UN Global Compact to be the basis for social and ecological economic activity worldwide. To guarantee our understanding of ethical economic activity along the entire value creation chain, we want to ensure that all suppliers / service providers sign our Supplier Code of Conduct or an own, similar Code of Conduct. In 2020, we intensified our initiatives and could receive the signed documents from all strategic suppliers and service providers, each having 50 k€ or more of yearly sales with the AMANN Group.

To monitor compliance with our standards set out in the Supplier Code of Conduct, we regularly carry out on-site compliance audits at our suppliers' sites. In 2020, the possibility of such audits was limited due to the Covid-19 pandemic in order to protect our employees as well as suppliers' employees.

## Next steps

In 2021, the rollout of a digital learning hub will take place at AMANN, allowing us to offer more frequent refresher trainings on Compliance topics.

The AMANN project on Supplier Code of Conduct will be continued by requesting new business partners as well as existing third party suppliers generating annual sales of less than 50 k€ with the AMANN Group to acknowledge the document.

Several on-site Compliance reviews at third party suppliers were included in the AMANN Internal Audit Plan for the year 2021. However, a timely realization or a possible postponement of these reviews is highly dependent on the further development of the global pandemic situation.

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 31 December 2020. All Group board members did approve the statement in the director's meeting on 3 May 2021.

Signed by Wolfgang Findeis

Chief Financial Officer and member of the Group board

AMANN Group

03.05.2020