

# MODERN SLAVERY STATEMENT

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## INTRODUCTION

**This Modern Slavery and Human trafficking statement is a response to Section 54 (1), Part 6 of the Modern Slavery Act 2015. seca is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have a zero-tolerance policy towards slavery and require our supply to comply with our values.**

At seca, we recognize that modern slavery and human trafficking persist as grave violations of fundamental human rights and dignity, with profound implications for individuals and communities worldwide. As an organization committed to ethical conduct, social responsibility, and respect for human rights, we acknowledge our responsibility to combat these abhorrent practices in all aspects of our operations and supply chain.

In this Modern Slavery Statement, we outline our commitment to preventing and addressing modern slavery and human trafficking. We recognize the importance of transparency, accountability, and continuous improvement in our efforts to eradicate these crimes. Through this statement, we reaffirm our dedication to upholding the highest standards of integrity and ethical business practices.

By articulating our approach and initiatives to combat modern slavery, we aim to demonstrate our willingness to be part of the solution to this global challenge. We understand the significance of collaborative action involving stakeholders at every level, and we are committed to playing our part in driving positive change. This statement reflects our ongoing commitment to transparency, accountability, and respect for human rights. We remain steadfast in our efforts to create a world where modern slavery and human trafficking have no place, and where every individual is treated with dignity and respect.

This policy extends to all individuals engaged in our operations, either directly as employees or indirectly on our behalf, encompassing personnel across all hierarchical levels, including executives, directors, officers, as well as agency workers, seconded personnel, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

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## SECA'S BUSINESS AND SUPPLY CHAINS

seca has honed its expertise in pioneering cutting-edge weighing technologies and seamlessly integrating them with pragmatic functionalities since its inception in 1840. With a legacy spanning nearly two centuries, seca has garnered unwavering trust as a premier supplier within the industry. As a testament to its enduring commitment to excellence, seca remains a family-owned enterprise, revered as a valued service provider to esteemed institutions such as the United Nations, UNICEF, the NHS and numerous other publicly funded healthcare systems worldwide.

Our paramount objective is the delivery of healthcare product solutions meticulously tailored to meet both present exigencies and anticipated future requirements of our discerning clientele across diverse domains of specialization. This strategic focus empowers us to provide indispensable support to medical facilities, enhancing their operational efficacy, mitigating wastage, augmenting productivity, fostering a culture of safety, and ensuring adherence to regulatory compliance standards.

Situated at our headquarters in Germany, our procurement activities are conducted in partnership with a select group of reputable suppliers based in Europe, Northern America, and Asia. These partnerships are forged on the bedrock of enduring trust and reliability, cultivated over numerous decades of collaborative excellence.

At seca, we place a high emphasis on fostering relationships with our suppliers built upon principles of trust, integrity, and mutual advantage. Our meticulous supplier selection protocol involves comprehensive due diligence, which encompasses evaluating reputation, adherence to legal obligations, alignment with health, safety, and environmental standards, and seeking references to ensure the utmost quality and reliability.

Although there have been no reported incidents of modern slavery or human trafficking within our supplier network, our vigilance remains unwavering. At seca, we are steadfast in our dedication to maintaining the utmost ethical standards throughout our supply chain, safeguarding the integrity and dignity of all individuals involved.

## RISK ASSESSMENT

At seca, we prioritize a thorough risk assessment of our supply chain, integral to the management of our existing contracts. This assessment is multifaceted, taking into consideration various factors including:

- + The risk profile associated with individual countries involved in our supply chain
- + The nature of business services provided by our suppliers
- + Comprehensive analysis of news reports and insights provided by labor and human rights organizations

These evaluations serve as the cornerstone for determining our response strategies and implementing robust risk controls to mitigate potential risks effectively. Through this diligent approach, we ensure the integrity and resilience of our supply chain operations, safeguarding against adverse impacts.

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## POLICIES

At seca, we have implemented robust measures to identify and prevent instances of modern slavery and human trafficking within our operations, including:

- + Encouraging all employees, customers, and suppliers to report any suspicions of slavery or human trafficking without fear of retaliation.
- + We prioritize a culture of transparency and accountability, where individuals feel empowered to speak up against wrongdoing.
- + Setting clear expectations for employee conduct and behavior, emphasizing the importance of ethical practices and adherence to our values. This extends to our operations abroad and the management of our supply chain, where we uphold the highest standards of integrity and ethical behavior. Through these proactive initiatives, we demonstrate our unwavering commitment to combating modern slavery and human trafficking, ensuring a safe and ethical environment for all stakeholders involved in our business activities.

## SECA'S SUPPLIER DUE DILIGENCE POLICY

At seca we place a paramount importance on conducting thorough due diligence checks on all our suppliers, both new and existing. Our comprehensive approach includes:

### **Risk Assessment:**

- + We assess the risks associated with the services provided by each supplier to ensure compliance with our standards and requirements.

### **Monitoring and Evaluation:**

- + We continuously monitor our suppliers to uphold health and safety standards and to evaluate the effectiveness of their team management practices.

### **Consequences:**

- + Suppliers that fail to meet our performance expectations are subject to remedial actions until they align with our requirements.

### **Supplier Attestation:**

- + We are implementing a requirement for all suppliers to attest to the following:
  - + They do not engage in any form of forced, compulsory, or slave labor within their operations.
  - + Their employees work voluntarily and are entitled to leave work as per legal regulations.
  - + Each employee is provided with an employment contract containing a reasonable notice period for termination.
  - + They do not impose any deposit or bond requirements on employees, nor withhold salaries for any reasons.
  - + They do not demand employees to surrender passports or work permits as a condition of employment.

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## AWARENESS

seca is deeply committed to elevating awareness and understanding of modern slavery concerns within our organization. Through targeted communication efforts directed at all staff, we aim to provide comprehensive training and insights into this critical issue. Our communication specifically address:

- + Our resolute commitment to actively engage in the fight against modern slavery, reflecting our values and ethical principles.
- + Clear identification of red flags indicative of potential instances of slavery or human trafficking, empowering employees to recognize and address such situations.
- + Detailed guidelines on the appropriate channels and procedures for reporting any suspicions of modern slavery, ensuring swift and effective action is taken when necessary.

By fostering a culture of awareness and vigilance, we strengthen our collective resolve to combat modern slavery and uphold the rights and dignity of all individuals. The support and engagement of all stakeholders in this endeavor are crucial as we collaboratively strive to bring about positive change and foster a world free from exploitation.

## TRAINING

In addition to the ongoing awareness program, seca will be introducing a comprehensive awareness training course for all employees on the Modern Slavery Act 2015 and will apprise them of the requisite steps to follow should they suspect a case of modern slavery or human trafficking. Additionally, we will disseminate relevant information also to key supplier contacts.

This initiative will encompass:

- + Examination of various forms of modern slavery, delineating how individuals can be unlawfully detained and exploited.
- + Insight into the magnitude of the issue and the potential risks it poses to our organization.
- + Training on how to identify indicators of slavery and human trafficking, including anomalies such as unrealistically low prices.
- + Guidelines on appropriate responses for employees who suspect instances of slavery or human trafficking.
- + Protocols for suppliers to escalate potential issues of slavery or human trafficking within their own organizations.
- + Provision of terms and guidance to suppliers regarding slavery policies and controls.
- + Clearly outlined measures seca will take in the event of a supplier failing to implement anti-slavery policies or controls.
- + A formal attestation from employees affirming their commitment to adhere to seca's anti-slavery policy.

This comprehensive approach underscores our dedication to eradicating modern slavery in all facets of our operations, fostering a culture of accountability and ethical conduct throughout our supply chain.

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## KEY PERFORMANCE INDICATORS

seca is establishing a framework of key performance indicators and controls aimed at mitigating the risks of modern slavery and human trafficking within both our organization and supply chain. These measures encompass:

- + Monitoring the percentage of employees who have successfully completed mandatory training sessions on modern slavery awareness.
- + Tracking the number of suppliers who have completed and submitted our ethics questionnaire, reflecting their commitment to ethical standards.
- + Evaluating the proportion of suppliers who have adopted our self-certification process compared to the total number of engaged suppliers.
- + What is the rate of adoption among suppliers for a Global Compliance toolkit?

These performance metrics will serve as vital benchmarks in our ongoing efforts to combat modern slavery and uphold ethical principles across our operations and supply network. By adhering to these rigorous standards, we aim to ensure that our suppliers uphold the highest ethical practices and promote a fair and respectful working environment for all individuals involved. At seca, we are committed to fostering sustainable and ethical business relationships throughout our supply chain.

Further details of our commitments to robust Governance can be thoroughly reviewed within our Code of Conduct (CoC).

This statement encompasses the reporting period from 1 January 2024 to 31 December 2024 and has received approval from the co-CEOs of seca.

Date: 05.01.2024



**Robert M. Vogel**  
co-CEO



**Frederik Vogel**  
co-CEO