



MAN Energy Solutions UK Ltd anti-slavery and human trafficking statement for the financial year ended 31st December 2019

This statement is made pursuant to s.54 of the Modern Slavery Act 2015. It sets out the steps that MAN Energy Solutions UK Ltd has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

MAN Energy Solutions UK Ltd has a zero tolerance approach to any form of modern slavery. MAN Energy Solutions UK Ltd is committed to acting in an ethical manner, with integrity and transparency in all business dealings and is committed to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within its business or supply chain.

Organisation

MAN Energy Solutions UK Ltd is a subsidiary of MAN Energy Solutions SE and provides diesel engines, spare parts and services to customers in the United Kingdom and abroad.

MAN Energy Solutions UK Ltd Code of Conduct

As part of the MAN group of companies MAN Energy Solutions UK Ltd adheres to the MAN Group Code of Conduct ("Code of Conduct") and does not tolerate any form of modern slavery, child, forced, bonded or compulsory labour or servitude by or in relation to employees, suppliers or organisations. The Code of Conduct is publicly available via the MAN SE website <https://www.corporate.man.eu/en/risk-and-compliance/publications/Publications.html>. MAN Energy Solutions UK Ltd also attaches great importance to ensuring that its corporate activities are in keeping with international conventions and guidelines on human rights.

MAN Energy Solutions UK Ltd expects its employees, retailers, suppliers and business partners and each of their employees to act responsibly and comply with the requirements of the Code of Conduct.

MAN Energy Solutions UK Ltd Suppliers

All procurement is based on objective and fair criteria that reflect the principles of non-discrimination, equal treatment, transparency, procedural fairness, mutual recognition and proportionality. In addition to carrying out due diligence on prospective suppliers, as part of the tender process prospective suppliers are expected to confirm their agreement to MAN Energy Solutions UK Ltd's contractual terms and conditions, and confirm that they will comply with MAN Energy Solutions UK Ltd policies and procedures and provide the services in accordance with all applicable laws and regulations. MAN Energy Solutions UK Ltd expects its suppliers to exercise due diligence along its supply chain.

MAN Energy Solutions UK Ltd considers compliance with the Code of Conduct to be essential to its contractual relationships with suppliers and business partners. MAN Energy Solutions UK Ltd has the right to end its relationship with a business partner if the supplier or business partner does not comply with these requirements or take alternative action if the supplier or business partner is able to prove to MAN Energy Solutions UK Ltd satisfaction that it has implemented immediate countermeasures to prevent comparable violations occurring in future.



Monitoring and Audit

MAN Energy Solutions UK Ltd has the right to audit suppliers for compliance with applicable laws.

MAN Energy Solutions UK Ltd Policies & Procedures

MAN Energy Solutions UK Ltd treats its employees with respect and dignity and operates internal policies to ensure that it is conducting its business in an ethical and transparent manner.

MAN Energy Solutions UK Ltd recruitment policies ensure that employee screening checks are carried out to ensure that the individual is legally entitled to work in the UK to safeguard against human trafficking or individuals being forced to work against their will, and expects the same of each of its retailers, suppliers and business partners. Employees are free to leave their employment after reasonable notice and are not required to lodge deposits of money or identity papers with their employer. The compensation and benefits paid to employees for a normal working week comply at least with guaranteed minimum legal requirements, including minimum wage legislation and working hours comply at least with the national legal standards and are not excessive.

MAN Energy Solutions UK Ltd a whistleblowing policy

<https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=14manse5>

intended to encourage and enable staff to report suspected wrongdoing and raise serious concerns within the workplace. MAN Energy Solutions UK Ltd is committed to ensuring that any staff concerns are taken seriously and investigated.

MAN Energy Solutions UK Ltd policies and procedures are reviewed and updated on a regular basis and are available to staff and on-site contractors.

A handwritten signature in black ink, appearing to read "Jan Zebitz".

Jan Zebitz
Managing Director

A handwritten signature in black ink, appearing to read "Louise Durose".

Louise Durose
General Counsel