

Modern Slavery Statement 2023

Certain commercial organisations must publish an annual statement setting out the steps they take to prevent modern slavery in their business and their supply chains. This is a requirement under section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015. This statement sets out the actions taken by Phoenix Contact during the financial year ending 31st December 2023.

1. Our organisation structure and supply chains

As a globally active family-owned company, we manufacture in a production network spanning several countries in which the level of vertical integration varies. We ensure proximity to customers and partners through a global network of sales companies. At all our locations, our employees are working with a passion for technology and innovation on driving forward toward a sustainable world for everyone.

Phoenix Contact Ltd was established in 1985 as a subsidiary to service the UK market. Phoenix Contact UK quickly grew from that of providing only Sales and Marketing support of the Company's Products, to today offering to its Customers, Engineering Services and Support. The products are manufactured in our global manufacturing locations and distributed to the UK.

2. Our Policies in relation to slavery and human trafficking and our due diligence, risk assessment and management

We will not work with any business or organisation which is involved in modern slavery.

In order to have a common basis when operating in a wide and diverse supply chain, Phoenix Contact operates under a globally implemented [Code of Conduct](#) which is both the core and the superstructure of our company-wide compliance management system. The Code of Conduct applies to all Phoenix Contact employees. Globally we have subscribed to the [ZVEI Code of Conduct](#) for a long time and we continue to apply this Code without limitations which is supplementary to the Code of Conduct of the Phoenix Contact Group. Phoenix Contact has also issued a [Policy Statement](#) in accordance with the German Supply Chain Act which addresses the observance of Human rights in the supply chain and has been fully-implemented throughout the worldwide organization of Phoenix Contact as well as in respect of direct and indirect suppliers.

We have developed our purchasing policy widening our scope of supplier assessments including covering this requirement under section 54 to all our suppliers and business partners. The results of these assessments are analysed to understand any risks and contribute to the decision-making process for our supply chain.

We have a local compliance manager in the UK who is responsible and oversees all compliance matters and ensures due diligence in all areas including reviews on suppliers and business partners through the purchasing policy and supplier questionnaires.

3. Our KPI's to measure effectiveness

We have both a local and global compliance team and a global whistleblowing scheme in which incidents of modern slavery can be reported. As of the date of this statement, we have no identified instances of modern slavery.

4. Training

We will continue to raise awareness on Modern Slavery in our supply chain introducing the topic to more employees involved. All employees who deal with business partners or organisations will be asked to discuss openly with their contacts to ensure transparency at all levels.

If you would like more information on this statement, please email
ukcompliance@phoenixcontact.com

This statement was approved by the Board of Phoenix Contact Limited on 18 June 2024
Mr Colin Green
Managing Director
For and on behalf of the board of Directors