

HARTING UK Modern Slavery Act Statement



Business year 2020/2021

HARTING Technology Group

The HARTING Technology Group with headquarter in Espelkamp in East-Westphalia is a worldwide market leader in electrical and electronic connectivity technology. The business units of the company offer a wide range of custom-made solutions for application technology in an industrial environment. The product portfolio covers connectors, device connectivity, network components, assembled system cables as well as solutions for industrial and automotive applications.

HARTING currently employs a staff of around 6,200 in its 14 production plants and branches in 44 countries.

The companies of the HARTING Technology Group, which fall within the criteria defined in the United Kingdom Modern Slavery Act 2015 (the “Act”), are HARTING Stiftung & Co. KG, HARTING UK LIMITED, HARTING LIMITED and HARTING MANUFACTURING UK LIMITED. Although not all HARTING Technology Group Companies are subject to the Act, we operate with a fundamental respect for the rights of the people we employ, do business with, or otherwise interact with. In our Technology Group we do not tolerate forced labour in our supply chain and are firmly opposed to all forms of human rights violations or discrimination on the grounds of race, religion, gender, disability or age.

Social Responsibility

There is a long tradition of Corporate Social Responsibility at HARTING. These values have been integral to this family owned and managed company since it was founded in 1945, and are embedded into the vision of the HARTING Technology Group since 1996.

HARTING assumes Corporate Social Responsibility through its awareness of the effects of its business decisions and actions in terms of economics, technology, society and the environment, achieving a sensible balance between these various interests. Wherever it is able, HARTING is happy to contribute to the wellbeing and sustainable development of the global society around its various operational sites. In doing this, HARTING is following universally accepted ethical values and principles, especially in terms of honesty, integrity and respect for human dignity.

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These principles are in line with the Code of Conduct of Zentralverband der Elektrotechnik- und Elektronikindustrie e.V. (ZVEI - German Electrical and Electronic Manufacturers' Association), which sets out the principles for socially responsible corporate conduct and is based on ISO 26000. Furthermore, HARTING is committed to make every appropriate and reasonable effort to implement and to apply the principles and values described in this Code of Conduct both now and in the future in the whole Technology Group.

Certified CSR-Management System

In assuming its Corporate Social Responsibility, HARTING is adhering to ISO 26000 – Guidance Standard on Social Responsibility – and has a certified CSR Management System in place at its companies HARTING Deutschland GmbH & Co. KG, HARTING Electric GmbH & Co. KG, HARTING Electronics GmbH and HARTING Stiftung & Co. KG. The company-wide CSR Management System was introduced on the basis of ISO 26000.

Training of our employees

Training on the UK Modern Slavery Act, compliance and CSR is an integral part of our training program. We have updated the training courses on the UK Modern Slavery Act for our offices in the UK and incorporated them into the training program. We expect our employees to comply with the Code of Conduct and our internal policies on the subject. Our managers play an important role in this acting as role models.

Supply chain

HARTING relies on a trusting and long-term partnership in the supply chain. For us, partnership also means that our suppliers share the same values with us. We therefore expect our suppliers to comply with the ban on modern forced and slave labour. The supplier can recognise and prove this in its own code, an international standard such as the UN Global Compact, the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises, the UK Modern Slavery Act or our industry codex, the ZVEI Code of Conduct.

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Especially in the context of supplier qualifications and quality audits of our suppliers, aspects of environmental and occupational safety as well as the perception of social responsibility are important criteria for a partnership.

Whistleblower System

Trust, partnership and integrity are lived in our company and represent an integral part of our vision. Nevertheless, a new EU directive now requires companies to introduce a so-called whistleblower system - and this is also the case for the HARTING Technology Group. Consequently, as from 6 December 2021, the HARTING Compliance Line has therefore additionally gone online - initially throughout Europe.

All employees, customers, suppliers, business partners and other third parties can use this reporting portal - also anonymously - to send us information about illegal incidents or conduct on the topics mentioned in the EU Directive. These include, among others, environmental pollution, corruption, attacks and breaches of electronic information security, unauthorised disclosure, publication, etc. of confidential information or trade secrets, as well as data protection breaches and infringements. The core team of the HARTING Compliance Line will then investigate the reported incidents and process these reports in accordance with the policy; if necessary, external law firms will be consulted for processing. All existing reporting options remain in place.

The HARTING Compliance Line can be accessed via the Internet on the HARTING.com website or via the website of the respective national company.

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This UK Modern Slavery Act Transparency Statement is made in accordance with section 54(1) of the Act by end of business year September 2021 and has been duly approved and adopted by the Board of directors and will be reviewed and updated annually.

28th of February, 2022

Philip Harting

Chairman of the Board

HARTING Stiftung & Co. KG

Maresa Harting-Hertz

Senior Vice President

Finance, Global Purchasing and Facility Management

HARTING Stiftung & Co. KG

Simon Asbury

Managing Director

HARTING UK Limited

HARTING Limited

HARTING Manufacturing UK Limited