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1. POLICY STATEMENT

Deldo Autobanden prohibits the use of slavery, servitude, forced and/or compulsory labour, child labour and human trafficking and any related exploitation (together, “modern slavery”) in our operations, supply chain and routes to market in the distributor network. This policy is designed to ensure that Deldo Autobanden complies with the applicable working conditions and laws and with the common relevant international standards, including the UN Guiding Principles on Business and Human Rights.

This policy applies to all persons working for us or on behalf of Deldo Autobanden in any capacity, including: Directors, Employees at all levels, Agency and Temporary Workers, Volunteers, Contractors, Suppliers and Distributors. We expect that all our stake holders and commercial relations will hold their own stake holders to the same standard.

2. ENFORCEABLE POLICY

The General Counsel together with the Internal HR team has overall responsibility for ensuring this policy complies with our legal obligations and that Deldo Autobanden staff and others under our control comply with it. All directors, management and employees must:

- Read and understand this policy;
- Avoid any activity that might lead to, or constitute modern slavery, and
- Raise any concerns and report any actual or suspected modern slavery at Deldo Autobanden or at our business partners (or their network).

Any suspected breach of this policy will be investigated and any person found to be in breach may face disciplinary action.

3. COMMITMENTS

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures:

- We have a zero-tolerance approach to modern slavery in our organisation, our supply chain and our distribution network,
- The prevention, detection and reporting of modern slavery in any part of our organization, supply chain or distribution network is the responsibility of all those working for us and on our behalf,
- We are committed to engaging with our stakeholders to address the risk of modern slavery in all our operations,

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- We (can) take a risk based approach to our processes and keep them under review. As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of stakeholders for their compliance to this policy,
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. These actions may range from considering the possibility of breaches being remediated and whether that might represent the best outcome from those individuals impacted by the breach to terminating such relationships.

4. COMMUNICATION

This policy will be posted on the webpage of Deldo Autobanden and on its internal communication platform for employees.

Philip DELCROIX

Chairman



Deldo Autobanden N.V.

Philip Delcroix

Tel. 0032 3 544 49 22

Fax 0032 3 544 72 16

philip.delcroix@deldo.com

www.deldo.com