



Making vehicles special

UK Modern Slavery Act Statement

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UK Modern Slavery Act Statement

I. Introduction

This statement is made by Wietmarscher Ambulanz- und Sonderfahrzeug Group (WAS Group) pursuant to section 54 of the UK Modern Slavery Act (MSA) 2015 and covers the financial year ending 31 December 2022. It sets out the steps WAS Group is taking to reduce the risk of slavery and human trafficking taking place in its business and supply chain.

II. WAS Group

WAS is a leading manufacturer of special vehicles and ambulances. There are many reasons for this. Most of them can be found in a WAS vehicle itself: the innovative technology, the perfect ergonomics, the premium-quality materials, made in Germany, and the expertise of our employees. A WAS vehicle makes paramedics stronger and operations more efficient.

Not everything that customers and paramedics value about WAS are things that can be installed in our vehicles: such as the contact person who is there for each customer personally and provides advice and support from idea to use. Or the qualified technical support, who provide fast, reliable assistance. Contacts and specialists are the extras who keep vehicles and paramedics operational – and will do for years to come. Included as standard with WAS.

More than 600 employees produce sophisticated special-purpose vehicles and ambulances. High volumes, low volumes and unique custom vehicles. Developers, technicians, electronic engineers, assemblers and other specialists work hand in hand with each other here. Because special vehicles from WAS are 90% hand-made. And with every little detail, we take a high-performance base vehicle and turn it into something special: a WAS specialist vehicle.

III. General Statement

WAS Group places great importance on respecting and promoting human rights and fundamental freedoms. That includes having a zero-tolerance policy approach to all forms of slavery and human trafficking.

The topic of human rights is also an integral part of WAS Group's stakeholder dialogs and supplier contracts based on the Code of Conduct for Business Partners.

IV. Policies on Modern Slavery and Human Trafficking

WAS Group's commitment to maintaining the highest ethical standards is reflected by our regulations in particular by applying the Code of Conduct and the Code of Conduct for Business Partners. The version of our Code of Conduct for Business Partners came into force on 24 February 2015. The version strengthens the strict rejection of any form of forced labor, by explicitly referencing to the ILO Conventions. The WAS is granted the right to audit suppliers to confirm that suppliers' activities are in compliance with the Code of Conduct for Business Partners. From February 2015 on, the revised version is binding for all new contracts.

The Code of Conduct and the Code of Conduct for Business Partners are binding sets of rules which guide and support when dealing with ethical challenges that might arise in the course of day-to-day management.

V. Steps taken

Within WAS Group, the management approach to human rights centers on identifying relevant risks. Risk analyses are performed to identify potentially adverse impacts of WAS Group business activities on human rights. The main criteria of these analyses focus on the type of business activity (business model) and the country risk related specifically to human rights. Specific actions are derived from the findings in respect of identified risks.

Procurement continues to focus on sustainable criteria. WAS Group's purchasing department implements the Code of Conduct for Business Partners and the purchasing guidelines for all suppliers. WAS therefore aims at observing and continuously improving environmental and social standards in the supply chain together with suppliers, beyond our own added value.

In addition, further supply chain analyses are conducted together with WAS Group suppliers in order to identify working conditions at risk in the supply chain and promote practical understanding of the supply chain structure and existing social risks. One objective is to develop means of influencing identified risk areas and supply chain stages that do not add value.

For its own operations, WAS Group has implemented a central whistle-blowing management. Various channels are offered for employees, business partners, customers etc. to submit reports about suspected infringements.

VI. Reporting

WAS group are compliant with the annual reporting requirements contained within Section 54 of the Act 2015.



VII. Endorsement of this statement

The Managing Directors of WAS Group recognizes the importance of the matters considered in this Statement and the Modern Slavery Act. WAS will continue to take measures necessary to ensure that slavery and human trafficking have no place in WAS Group's business operations.

The Managing Directors welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of WAS Group.

Emsbüren, 19.05.2022

Handwritten signature of Roland Müller in blue ink.

Roland Müller
CEO

Handwritten signature of Andreas Plöger in blue ink.

Andreas Plöger
CSO

Handwritten signature of Dr. Patrick Kresse in blue ink.

Dr. Patrick Kresse
CFO