

TRUMPF Ltd UK Modern Slavery Act Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes TRUMPF Ltd UK Slavery and Human trafficking statement for the financial year ended 31 March 2018.

The Company considers that modern slavery encompasses:

Human trafficking;
Forced work, through mental or physical threat;
Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
Being dehumanised, treated as a commodity or being bought or sold as property;
Being physically constrained or to have restriction placed on freedom of movement.

The United Kingdom Modern Slavery Act of 2015 requires certain businesses to provide public disclosures regarding efforts to eradicate slavery and human trafficking from their supply chains and to ensure it is not occurring in its own organisation. This disclosure is intended to provide our customers, suppliers, partners, employees, and the public with information that will allow them to make more informed decisions concerning TRUMPF Ltd (the "Company").

TRUMPF Ltd is the UK sales and service subsidiary of the TRUMPF Group, based in Ditzingen, Germany. The group is a world leader in the production and support of Machine Tools and other machinery used in cutting and bending metal.

The Company was formed in 1974 and has been operating out of premises in Luton for 30 years, selling and supporting the full range of TRUMPF equipment. It employs around 100 people and its business is at a record level.

The TRUMPF group employs around 13,000 people and has manufacturing sites in Germany, Austria, Switzerland, America and China, supported by sales and service operations worldwide. It is at the forefront of the development of technology in its field.

The Directors recognise that the Company's future success in a highly competitive world depends upon its employees and the development of their skills and abilities. The Company ensures that all its employees, including interns, worldwide are paid at levels above their respective country's national minimum wage.

It is the Company's aim that there shall be equal opportunities throughout the Company including its policies and practices on recruitment, training, promotion, and performance management. There will be no discrimination on the grounds of an employee's sex, gender reassignment, marital status, race (which includes colour, nationality and ethnic or national origins), disability, sexual orientation, religion or belief, or age.

The Company's employee recruitment policy includes provision for disabled employees, providing further necessary training and any reasonable adjustments taking account of their needs. The Company also supports employees who have become disabled during employment with the Company, with the aim to maintain their pre-disability position.

Communication with employees is achieved through regular staff meetings, information bulletins and individually through team meetings and individual performance discussions. The Company also has a policy of consulting with employees about matters that may concern them. In addition, the Company has an intranet that enables its employees ready access to HR policies, handbooks, and health & safety information. TRUMPF Ltd leads its business with integrity, focused on complying with applicable laws and regulations. We are committed to conducting business with suppliers who support our high standards of ethical conduct. We support the humanitarian goal of eliminating slavery and human trafficking in supply chains and ensuring that it is not present in our own organisation.

The Company strives for exemplary quality in its products and processes and in its conduct. The conduct of each employee at TRUMPF Ltd has a significant influence on the reputation of our company. As the Management of TRUMPF Ltd, we have specified in our Code of Conduct the basic standards for ethical business conduct which we expect all employees of TRUMPF Ltd to adhere to.

The Code of Conduct encompasses respect for fair competition; rejection of bribery and corruption, tax evasion and subsidy fraud; compliance with all regulations regarding international trade, product safety, safety in the work place, and environmental protection; avoidance of conflicts of interest; protection of the Company's assets and proprietary information; and the protection of personal data.

The Company expects each employee of the TRUMPF group of companies worldwide to act in accordance with this Code of Conduct and the values of TRUMPF and asks them to be conscious of the responsibility that they bear for the reputation of the Company. This reputation is of immeasurable value to us.

The Company's only supplier is the TRUMPF Group who perform substantial due diligence on their supply chain. The Company relies on the TRUMPF Code of Conduct and due diligence processes to eradicate modern slavery from its supply chain.

The undersigned being director of TRUMPF UK Ltd approved this statement by unanimous consent dated 1st September 2018.

Managing Director
Trumpf Ltd

L Moakes

A handwritten signature in blue ink, appearing to read 'L Moakes', is positioned below the printed name.