



Modern Slavery and Human Trafficking Statement for Financial Year 2019

As a family-owned and values-driven company, an essential and fundamental part of the BRITA business culture and self-image involves acting with integrity and responsibility. The BRITA Group¹ therefore respects the internationally recognised human rights and rejects all forms of modern slavery and human trafficking.

This statement was written pursuant to Section 54 of the UK Modern Slavery Act 2015 and aims to demonstrate the steps and measures undertaken by BRITA to ensure that modern slavery or trafficking does not take place in any part of its business or supply chain.

1. Company, Business and Supply Chain

BRITA is one of the leading drinking water optimisation companies, its long-established brand synonymous with the water filter jug in many countries. The family-owned company is based in Taunusstein near Wiesbaden and has 29 national and international subsidiaries as well as shareholdings, distribution and industrial partners in over 65 countries on all five continents. In the financial year 2019, ending the 31st of December, BRITA achieved a total turnover of 548 million Euros and employed 1,953 people worldwide.

¹ BRITA Group refers to BRITA GmbH and all its subsidiaries, specifically BRITA Water Filter Systems Ltd (UK) to which this statement also applies.

The company offers a wide range of innovative drinking water optimisation for private (water filter jugs, on-tap systems and BRITA Integrated Solutions for small and large electric appliances by renowned manufacturers) and commercial use (hotel sector, restaurants, catering and vending) as well as on-tap water dispensers for offices, schools, restaurants and the hygiene-sensitive care sector.

BRITA operates modern production facilities in Germany, UK, Italy and China. Raw materials and components, including technical water filtration and electronic modules, are sourced from a global network of trusted suppliers. The company maintains long-standing relationships with its most important suppliers to guarantee high quality and safety standards in its products. A list of critical suppliers



based on purchasing volume and a number of specific risk factors is compiled annually and serves as the basis for the supplier audit and evaluation scheme. There are a limited number of strategically important raw materials for which the countries of origin are known to be low-wage. Although purchasing is a centralised function within the BRITA Group, the defined policies and standards also apply to suppliers at the subsidiary level.

2. Policies related to Slavery and Trafficking

BRITA has implemented a Code of Conduct as a binding set of instructions and fundamental principles that helps the company safeguard its corporate responsibility and respond appropriately to issues of an ethical or legal nature. As part of the Code of Conduct, the BRITA Code of Ethics prohibits the use of forced, compulsory or child labour and sets out other provisions regarding human rights and working conditions. The Code of Conduct along with the Code of Ethics applies equally to all BRITA employees

worldwide and to business partners. It is part of the standard contractual agreement between BRITA and its suppliers.

3. Due Diligence and Risk Assessment

BRITA understands that its global supply chain impose upon it a certain responsibility to prevent human trafficking and slavery. Suppliers are therefore required to sign and agree to uphold the provisions on human rights and slavery laid out in the BRITA Code of Conduct when conducting business with BRITA.

Furthermore BRITA ensures that not only environmental, but also social standards are upheld in the supply chain. In order to assess and evaluate the social performance of relevant suppliers, BRITA has designed a process that requires specific suppliers of production-relevant materials above a certain purchase volume, and suppliers of other key materials or components and service provider, to regularly complete a self-assessment questionnaire addressing their compliance with human rights and anti-slavery provisions as well as other social and environmental topics. These suppliers provide information and documentation on their compliance. Additionally, suppliers of critical materials are regularly audited by qualified BRITA experts and their performance as well as compliance with BRITA policies is monitored. Where necessary, BRITA may also commission a third party to audit selected suppliers.

The company has an internal whistleblowing mechanism in place that allows employees to report - anonymously and without fear of repercussions – any suspected violation of the Code of Conduct by employees or suppliers.



BRITA is currently working on further increasing due diligence measures to ensure that no slavery or human trafficking takes place in its supply chains. To this end the company will constantly monitor and further improve its systematic approach to ensuring that suppliers are compliant with the instructions and principles of the Code of Conduct. Actions will include refining the risk-based approach of supplier monitoring, as well as further developing an evaluation system for supplier-provided information regarding social and environmental issues.

4. Training and Capacity Building

BRITA compliance trainings cover all aspects defined in the Code of Conduct, including dealing with business partners and third parties (competition law/antitrust law, and anti-corruption), protecting the company and its staff members, protecting nature and the environment and social responsibility (Code of Ethics) . Using interactive workshops with realistic case studies, the trainings help employees to better recognise and understand ethical predicaments and when to report such incidents. Employees responsible for internal auditing are trained to cover a variety of audit topics, including social compliance. Going forward, BRITA will look to enhance the competencies of employees dealing with suppliers and social responsibility topics and to build up capacities to deal with the challenge of ensuring a trafficking and slavery-free supply chain.

BRITA believes that modern slavery and human trafficking have no place in its supply chains. As a family-owned business that considers ethical business conduct part of its self-image, BRITA

will take appropriate measures to continuously improve its own policies and systems to ensure that modern slavery plays no role in the sourcing or production of its products.

This statement was approved by the Executive Board and signed on its behalf by the Chief Executive Officer and – to comply with the requirements of the UK Modern Slavery Act 2015 - by the Managing Directors of BRITA Water Filter Systems Ltd. in the United Kingdom.

17th June 2020

Markus Hankammer

Chief Executive Officer
BRITA Group

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