

# Modern Slavery Policy

**Wienerberger Ltd is committed to manufacturing products and providing services in an ethical and responsible manner.**

This policy explains Wienerberger Ltd.'s approach to combating modern slavery and sets out what you should do if you believe that any form of modern slavery is taking place within our business or supply chain. This policy applies to all individuals working for or on behalf of Wienerberger Ltd. in any form, including agency workers, contractors and volunteers.

## Policy

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Wienerberger has a zero tolerance approach to all forms of modern slavery. We are committed to ethical business practices and to acting with integrity and transparency in all business dealings. Wienerberger endeavours to safeguard against any form of modern slavery taking place within the business and in its supply chain through the use of effective due diligence procedures, staff training and reporting.

Wienerberger accepts the responsibility to ensure, so far as is possible, that employees and those working on behalf of Wienerberger are not subject to exploitation by slavery, servitude, forced or compulsory labour, or human trafficking. As a minimum we expect companies in our supply chain to adhere to all applicable legislation regarding human rights, health and safety, and employment; including freedom of movement and of association.

The detection, reporting and ultimately the prevention of modern slavery in Wienerberger's business operations, whether in the UK or abroad, is the responsibility of everyone working for Wienerberger Ltd. You must avoid any activity that may lead to a breach of this policy and should report any concerns immediately under the whistleblowing procedure below. If an offence has been committed we will notify the relevant authorities.

## The procedure to follow

If you believe or suspect that a breach of this policy has occurred, is occurring, or may be about to occur, you must report it either by speaking to your manager or by following the whistleblowing policy. You should raise any concerns that you have as soon as possible, provided that it is safe to do so. If you are unsure about whether a particular act, the treatment of workers, or their working conditions constitutes a modern slavery offence, please raise it with your line manager.

Wienerberger Ltd. encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. You will not suffer any detrimental treatment as a result of reporting in good faith a suspicion that modern slavery is taking place in any part of the business or in our supply chain.



**Harald Schwarzmayer – Managing Director**  
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