



Modern Slavery Statement 2025

01

Introduction

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015. It outlines the steps that Ferdinand Bilstein UK Ltd. and bilstein group have taken and will continue to take to prevent modern slavery and human trafficking in our operations and supply chains.

Although not all bilstein group companies are subject to the UK Modern Slavery Act, the bilstein group takes a group-wide approach to its human rights commitments.

The bilstein group is a global automotive aftermarket specialist with operations in more than 140 countries. Ferdinand Bilstein UK Ltd is a subsidiary of the bilstein group and employs over 350 members of staff, managing over 75,000 part numbers.

Our supply chains include a diverse range of suppliers across various regions and industries. We place particular attention on high-risk areas such as raw materials and countries with a higher risk of human rights violations.

02

Our Commitment

Slavery, forced labour, servitude and human trafficking are types of 'Modern Slavery' – criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.

The bilstein group is committed to upholding internationally recognized human rights and labour standards. We strongly oppose all forms of modern slavery, including forced labour, bonded labour, child labour and human trafficking. We are aware of our responsibility to respect and promote human rights throughout our business operations and global supply chains.

03

Policies

Our human rights policy framework is outlined in Bilstein group Human Rights Commitment Statement, which sets clear expectations for our employees and business partners. This includes:

- Our Code of Conduct for employees
- Our Supplier Code of Conduct, which suppliers must comply with contractually.

Our employees receive training in this area.

Ferdinand Bilstein UK Ltd. operates a robust recruitment policy, which includes conducting right-to-work checks for all employees in the UK to safeguard against human trafficking and the exploitation of individuals who may be forced to work against their will.



04

Due Diligence

Our approach is based on the OECD Guidelines for Responsible Business Conduct and includes systematic risk analyses, the involvement of relevant stakeholders, the implementation of preventive and remedial measures as well as the continuous review of the effectiveness of these measures.

We provide a transparent group-wide grievance mechanism (iWhistle) through which both internal and external parties can submit reports on human rights risks or violations—anonously, confidentially, and in multiple languages.

05

Supplier Engagement

We support our suppliers in improving their practices by offering training, developing corrective action plans and engaging in cooperative dialogue. In cases of identified non-compliance, we take appropriate steps including contract amendments, follow-up audits and, if necessary, termination of the business relationship.

06

Remediation

In the event of confirmed human rights violations, we take prompt remediation actions. Affected individuals are entitled to appropriate remedy. We expect our suppliers to address violations without delay and support them in implementing sustainable improvements.

07

Monitoring Effectiveness

We continuously evaluate the effectiveness of our measures through internal reviews. Our human rights activities are coordinated by designated departments and overseen by the Group Human Rights Officer and Group Managing Directors.

08

Key Achievements in 2025

We are pleased to report that 76% of our suppliers have already signed the Code of Conduct for Suppliers, confirming their commitment to responsible business practices.

2025 we have received no reports of incidents related to modern slavery or human trafficking through our group whistleblower system (iWhistle). We continue to encourage all stakeholders to report any concerns or potential violations anonymously.

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Review

In the event of confirmed human rights violations, we take prompt remediation actions. Affected individuals are entitled to appropriate remedy. We expect our suppliers to address violations without delay and support them in implementing sustainable improvements.



Contact

For questions or concerns regarding this statement or our human rights approach:

HR Team hrteam
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Group Human Rights Officer
humanrights@bilsteingroup.com



iWhistle



Approval of this statement

This statement was approved by the Group Managing Directors:

Name: Jan Siekerman

A handwritten signature in black ink, appearing to read 'J. Siekerman'.

Date: 01.01.2026

Managing Director Ferdinand Bilstein UK Ltd.

Name: Paul Dodgson

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Date: 01.01.2026

