

Modern slavery statement for financial year 2019/20

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Ferdinand Bilstein UK Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ferdinand Bilstein UK Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Ferdinand Bilstein UK Ltd is a subsidiary of the bilstein group sourcing and selling in the automotive aftermarket, operating globally and selling into more than 140 countries worldwide. Ferdinand Bilstein UK Ltd employs over 240 members of staff, managing over 28,000 part numbers.



Our high risk areas

We treat all areas as high risk and apply the same process across our supply chain. We are committed to regular supplier visits, strict audit processes and contractual agreements that meet conventions of the International Labour Organisation.

Our policies/procedures

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Supplier Audit process. We operate a strict audit process where we visit and audit all new suppliers with continued supplier visits to inspect facilities and to review working practices.
2. Recruitment policy. We operate a strong recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy that encourage employees to support any wrong doing as soon as possible with the knowledge that their concerns will be taken seriously and confidentiality will be respected.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees to act.

Our suppliers

Ferdinand Bilstein UK Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits, which include a review of working conditions.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

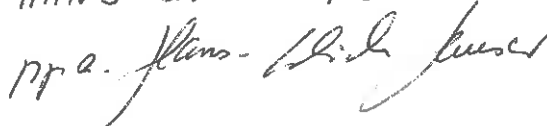
No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on [date] 15.1.2019

Name (Director) HANS-ULRICH HEUSER

Signature



Date

15.1.2019