Viessmann Limited

Modern Slavery and Human Trafficking Statement

1 January 2019

Viessmann Limited is a limited company registered in England, Wales and Northern Ireland (Company Reg. No. 2305071)

1. Introduction from the Managing Director

Viessmann Limited understands the risks of modern slavery and is committed to ensuring robust systems are put in place to prevent slavery, human trafficking and labour exploitation occurring in any part of its business or supply chains.

Viessmann Limited recognises that the Modern Slavery Act 2015 requires commercial businesses in the UK, with a total annual global turnover of £36m or more, to produce a slavery and human trafficking statement for each financial year of the organisation. This Statement covers the period 1 January to 31 December 2018 and is published on the Viessmann Limited website homepage.

This Statement sets out the steps that Viessmann Limited has taken during the financial year 1 January to 31 December 2018 to ensure that modern slavery, human trafficking and labour exploitation is not occurring within the organisation or its supply chains. Viessmann Limited remains vigilant and committed to ensure its values and expectations are communicated to all its suppliers and continues to play an active role in working with them to ensure quality and transparency throughout the supply chain.

Relevant extract from Viessmann Limited’s Tackling Modern Slavery Policy:

“Modern slavery is a crime and violation of fundamental human rights. It encompasses slavery, servitude, forced and compulsory labour, human trafficking and any actions that result in the deprivation of a person’s free will by another, in order to exploit them for personal or commercial gain. Viessmann Limited has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.”

2. Organisational structure and activities

Viessmann Limited is a wholly owned subsidiary of the Viessmann Group. The Viessmann Group is an internationally leading boiler manufacturer and manufacturer of systems for industrial energy and cooling. Viessmann’s comprehensive range offers individual solutions
and efficient systems with output ratings from 1.5 to 120,000 kilowatts, for all application areas and all energy sources.

Founded in 1917, Viessmann is a third-generation family business and the Company has a proud reputation for quality, innovation, reliability and fairness. Viessmann corporate values focus on innovation, quality, efficiency, sustainability and reliability and within all processes, their aim is to ensure that economic, ecological and social responsibility remain in balance. [http://www.viessmann.co.uk/en/company/brand-values.html]

This is supported by Viessmann’s commitment to a continuous programme of improvement and its adherence to the following quality management systems, certified by independent third parties:

- ISO 9001 (Quality management)
- ISO 14001 and EMAS (Environmental management)
- OHSAS 18001 (Health-/safety management)
- ISO 50001 (Energy management)

Viessmann’s Company Management Policy and Values puts people at the very heart of its focus, showing commitment to employees, how it communicates with them, how it trains and involves them in the business. The Viessmann Company Management Policy and Values are included in the Company Handbook and shared with every employee.

In the UK, the Senior Management team has overall responsibility for corporate governance, adherence to the Viessmann Compliance Guideline and Tackling Modern Slavery Policy.

3. Supply chain structure and activities

Viessmann Limited will not knowingly transact with any partners who are in breach of applicable legislation and regulations, including health, safety, environmental and employment laws.

Viessmann Limited has strong working relationships with its partner organisations. Viessmann Limited primary suppliers are based in Germany, Netherlands and the UK. According to the 2016 Global Slavery Index, these European countries are regarded as low risk countries in relation to modern forms of slavery and labour exploitation.

4. Due diligence and Compliance

Viessmann’s Compliance Guideline is its ethical and legal compass, used to ensure the Company upholds its values in every aspect of its work. Section 8 specifically refers to Co-operation with Customers and Suppliers and clarifies that employees, customers and suppliers must respect human rights and comply with laws against child labour.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in the Company and its supply chains, all managers and employees are required to read, understand and comply with its Tackling Modern Slavery Policy.
All employees have a responsibility to report any concerns regarding modern slavery, labour exploitation and human trafficking, and management have a responsibility to act upon such concerns in an efficient, timely, effective and fair way. Employees are encouraged to identify and report any potential breaches of the Company’s Tackling Modern Slavery Policy and are reminded of the whistleblowing protection offered by the Company. The policy makes it clear that any breaches of the policy will lead to disciplinary action which could lead to dismissal for gross misconduct. This is explained and reiterated both in the Company Handbook and during the induction of all new employees. The whistleblowing policy includes human rights issues such as modern slavery and continues to be publicised and made available for employees to use if they become concerned.

Viessmann Limited ensures that all recruitment and worker placement processes are under the control of the HR Department. Viessmann Limited utilises a Recruitment Principles Compliance Form to ensure no individual or organisation sources and supplies workers without first confirming that workers are not being charged a work finding fee. Viessmann Limited requires recruitment providers and other organisations in the labour supply chain to adopt policies and procedures consistent with these principles.

Viessmann continues to use its Ethical Standards for Suppliers self-assessment process, when entering into a new supplier contract or renewing contracts with existing suppliers. The process helps Viessmann to assess the supplier’s policies and practices relating to labour rights, the environment and anti-corruption.

The Viessmann Limited Senior Management team review this Statement annually, or in response to any major business or organisational change, legislative change or any breach or concerns regarding modern slavery, labour exploitation and human trafficking. The Senior Management team are responsible for planning, communicating, resourcing and delivering all actions associated with meeting their obligations outlined in this Statement.

5. Risk assessment conclusions

Viessmann operates its risk management system in compliance with current standards DIN EN ISO 31000, ONR 49000 and IDW PS 340, which have been certified by an independent third party due to the regulations of DIN EN ISO 9001.

Viessmann Limited has established strong business partnerships with its primary supplier organisations, however it will continue to explore and understand the supply chain of the components part of its business partnerships in more detail, to ensure greater transparency. In 2018/19 Viessmann Limited will continue to work with its partner organisations to extend the use of its auditing processes. Viessmann Limited will pay attention to any organisations that are identified as working in countries with limited protection of human rights and where contract or agency workers are used.
6. Training

Viessmann has commenced development of online guidance and training of all its managers around modern slavery issues. These will be delivered over the following year and used to help raise awareness and understanding of modern slavery issues with all employees.

*This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Viessmann Limited’s Modern Slavery and Human Trafficking Statement for the Financial Year ending 2018.*

[Signature]

Graham Russell
Viessmann Limited
Managing Director