



## UK MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This is the modern slavery and human trafficking statement of ista for the financial year ending 31 December 2022 pursuant to section 54 of the Modern Slavery Act 2015. This Statement sets out the steps ista has taken to address the risk of slavery and human trafficking taking place in any of its supply chains, and in any part of its own business. It has been approved by the ista SE Management Board.

### Our business, structure and supply chains

ista is one of the world's leading companies providing energy management services for greater energy efficiency in buildings – especially in apartment buildings and commercial properties. ista helps property managers, homeowners and tenants to meter, visualise, bill and manage individual energy and water consumption. Today ista is present in 22 countries in Europe and beyond.

We currently work in direct procurement with more than 250 suppliers worldwide and in indirect procurement with more than 3,000 suppliers from all over Europe. The minimum requirements we place on environmental and social standards are laid down in our Supplier Code, which is based on the OECD principles of responsible corporate governance, on the ILO core conventions and on the UK Modern Slavery Act.

### Our policies on slavery and human trafficking

We will not tolerate modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to ensuring that there is transparency in our own business and to tackling any modern slavery and human trafficking in our supply chains. We expect the same standards from our suppliers and contractors.

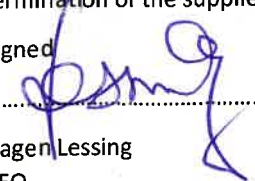
Our business principles are laid down in two corporate codes which govern how ista achieves its objectives. The Code of Conduct and the Supplier Code state clearly that we are following all rules according to internationally accepted Labour Law Standards. The codes are supplemented by a body of corporate guidelines.


ista is a signatory to the **UN Global Compact**, an initiative by which companies voluntarily commit themselves to ten principles of human rights, anti-corruption and to social and environmental standards. We are guided by the OECD Guidelines for Multinational Enterprises, the ILO core labour standards and the UN Guiding Principles for Business and Human Rights.

In addition to the aforementioned, in our General Terms and Conditions we share the rules of the UN Global Compact with our suppliers.

As part of our supplier audits, we pay particularly attention to potential modern slavery or human trafficking violations. In case of identified compliance issues, we will confront our suppliers and expect corrective actions to be developed and implemented. We request re-assessments or renewed audits on regular base in order to verify that corrective actions haven been implemented. Repeated serious non-compliance leads to termination of the supplier relationship.

Signed

  
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Hagen Lessing  
CEO  
ista SE  
August 2023

  
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Lin Braatz  
Head of Procurement & Supply Chain  
ista SE  
August 2023