

UK Modern Slavery Statement of the Melitta Group

The *Melitta* Group issues the following statement on slavery and human trafficking in compliance with Section 54 of the Modern Slavery Act 2015. It sets out all the steps taken by relevant group companies during the financial year ending 31 December 2018 to prevent modern slavery and human trafficking in its business and supply chains.

The Melitta Group: our business

Melitta is a family owned international group with over 100 years of tradition. Melitta has numerous brands and products covering a wide range of needs and services, which are divided into 4 different business segments. We are a manufacturer of products for coffee (1), coffee preparation (2) and household products (3). In addition, we produce special papers for the wallpaper industry and industrial films for food packaging (4). The Melitta Group is a group of companies that operates worldwide, comprising 14 operating divisions, 4 corporate divisions and a service unit with over 4,550 employees in total. With our products we are present in 86 countries around the world. The parent company of our group of companies is the Melitta Unternehmensgruppe Bentz KG based in Minden, Germany. In 2016, our Group achieved sales of 1.5 billion euros (previous year: 1.4 billion euros).

Our Commitment

Modern Slavery (slavery, servitude, forced labour and human trafficking) represents one of the biggest challenges for our global economy and society. According to the 2016 Global Slavery Index, more than 45 million people are still victim of modern slavery. No business is immune. Therefore, we, the Melitta Group, are strongly committed to ensuring that there is no form of modern slavery or human trafficking and to improving transparency and addressing risks in our supply chains and in any part of our business.

The Melitta Group has a policy of strict compliance with international and national law. Moreover, and in line with our strong commitment, the Melitta Group adopted in 2018 a Code of Conduct, which derives from and refers to the International Labour Organisation (ILO) Core Labour Standards and the Universal Declaration of Human Rights (UDHR). These instruments strictly forbid all forms of modern slavery and deem the elimination of forced labour and the effective abolition of child labour as fundamental. Our Melitta Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We are currently working to ensure a correct and a smooth implementation of the Melitta Code of Conduct. We expect managers and staff from all companies of the Melitta Group to comply with the Melitta Code of

All employees, service providers and suppliers are required to comply with the Melitta Code of Conduct, which requires them to:

- comply fully with all applicable laws;
- respect human rights, including the prohibition of any form of child labour, forced or slave labour;
- respect the minimum standards for the employment of young people as stated in the ILO Conventions;
- commit to equal opportunities and non-discrimination;
- grant fair wages, working hours and social benefits and to ensure health and safety at work.

Conduct. For that, senior managers are in charge of assuring that the code of conduct is fully observed and respected by all staff members.

Our Supply Chain

When sourcing our materials, we consider of great importance that we engage and work with suppliers who share our canon of values. Our supplier selection and evaluation take into account respect for human rights and adequate working conditions, albeit only in some units so far. In order to ensure that all units adopt and apply the same standards we are continuously working on further improving our approach when engaging with suppliers.

Yet, being fully aware of the risks of modern slavery that might still exist in parts of our wide supply chain, the Melitta Group is implementing a Group-wide Supplier Code of Conduct, which contains clear and uniform requirements for the observance of human rights and should become part of all our supplier relationships. This Group-wide Supplier Code replaces the current different codes of conduct in the different companies of the Group. This will provide us with uniformity and consistency in our course of action when tackling any form of modern slavery. In doing so, we focus once again on the ILO's core labour standards outlining our human rights concerns, including the prevention of modern slavery and human trafficking. In the next step, a group-wide procedure for the step-by-step verification of suppliers with regard to compliance with the Supplier Code of Conduct will be defined.

The Melitta Group is fully aware of the risks in relation to modern slavery and human trafficking that might exist in one of our most important supply chains, our coffee supply chain. As a first step, the Melitta Group is developing a human rights due diligence specifically for its coffee supply chain based on the Melitta Code of Conduct. Furthermore, audits of labour conditions have already been performed in several production sites, such as in the production facilities based in Shenzhen, China. Well aware of their importance, the Melitta Group is currently designing a more structured strategy to ensure a uniform approach when addressing these audits.

Training

Furthermore, our managers and relevant staff members receive training on compliance with legal requirements to raise employees' awareness of the risks and to ensure that all these legal provisions are observed throughout the company. Additionally, in view of our recently adopted Melitta Code of Conduct, all employees will receive training on the principles and rules enshrined in the Code, including respect for human rights and the prohibition of any form of modern slavery.

Reporting

The Melitta Group is committed to report and communicate publicly on our progress on the matter, annually through this Modern Slavery Act Statement.

This statement was approved by the Board of Directors of Melitta Group Management GmbH & Co. KG on 01.11.2018.



Jero Bentz



Volker Stühmeier



Pieter van Halewijn