



## **SEDIVER – 2022 MODERN SLAVERY STATEMENT**

The present Modern Slavery Statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 on behalf of Sediver SAS and all Sediver group companies. The statement sets out the steps that Sediver takes to ensure that slavery and human trafficking is not taking place in our supply chains nor in any other part of our business.

### **SEDIVER CEO STATEMENT**

We recognize the suffering which modern slavery and human trafficking causes. In an increasingly global marketplace, we acknowledge that all businesses have a responsibility to assess whether modern slavery and human trafficking is taking place within their supply chains and this is a responsibility we take seriously.

### **PRESENTATION**

Sediver is the worldwide leader for overhead line insulation technology, including research, design, manufacturing, testing and supply of insulators.

Sediver is a highly international group, whose quality of products and services is confirmed by an outstanding track record from customers and 600 million toughened glass insulators operating under various climate conditions in 150 countries. Sediver has pioneered some of the major innovations of the transmission line industry and is now engaged in developing digital solutions for ever more reliable and efficient power lines.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We, at Sediver, are entirely committed to doing business in full compliance with all laws and regulations and high ethical standards to secure our long-term success while best serving society and all stakeholders. Sediver compliance management system (CMS) aims at promoting ethics, integrity and transparency in Sediver business dealings and strives to drive the implementation of effective systems and controls to safeguard against any form of modern slavery taking place within in any part of our business and our supply chain. We seek to foster an environment where respect for the individual and their rights is a core value. We encourage any individual having concerns about unethical behavior in any part of our business or operations to speak up and to do so without fear of retaliation. Further details of our CMS are accessible at <https://www.seves.com/compliance.html>.

### **OUR PEOPLE**

Sediver employs 800 employees in its various manufacturing plants, sales offices, testing laboratories and headquarter, including agency temporary workers, mainly dedicated to manufacturing activities in our Italy, China and US factories.

Leading by example is one of our core Values, upholding to all our employees that we have a collective duty to commit to the highest standards in business ethics, compliance, quality, safety, social and environmental matters.

Our Code of Conduct (provided to all newcomers and available to everyone at any time in our intranet and on our website) explains and reminds our people of the importance to demonstrate that we are a company acting honestly and ethically.

Our Workforce planning and recruitment policy guarantees that each employee and/or manager

involved in recruiting activities takes specific care of candidates' compliance awareness and applies equal opportunity and non-discrimination principles when recruiting.

The employee annual objective settings and performance appraisal process incorporates a dedicated section on Compliance, ensuring employees and their respective managers identify and assess compliance-related risks in the light of our Compliance Management System.

## WHAT WE'RE DOING

We are editing and deploying globally a new Inclusion and Diversity Policy aiming inter alia at improving awareness of the Sediver's commitment to ensure that everybody is treated with dignity and respect.

In the frame of our Inclusion and Diversity Policy, we will launch a program to provide training and raise awareness of employees about Diversity and Inclusion, at all levels of our organization. Our ambition is to go further in fostering our diverse working environment and an inclusive culture in which each individual feels valued and can live up to their full potential in the workplace.

Sediver has a defined process to evaluate suppliers human trafficking and slavery risks. Our target for 2022 is to standardize it and be able to globally monitor these aspects.

We take the following steps to identify risks of modern slavery and human trafficking within our business and our supply chain:

- We share our Supplier Code of conduct with all of our main suppliers (covering 90% of our annual expenditure) and request them to commit to its principles by signing it. This Supplier Code of Conduct covers several ESG aspects of our suppliers' practices and in particular commitments to support fair payment, decent working hours, freedom of association and protection of worker's rights.
- We conduct due diligence on all critical potential suppliers, according to the criticality of their products or services for our company, before any homologation. They have to complete a risk self-assessment aligned with our Supplier Code of conduct principles. Initial due diligence takes place through Supplier Questionnaire assessment which contains a specific chapter related to labour practices and human rights. We require them to confirm that:
  - they engage actions to eradicate modern slavery and child labour,
  - they ensure reasonable working hours and fair remuneration,
  - they engage actions to eliminate any form of discrimination.
- Our suppliers are visited on a regular basis by purchasing, procurement, technical and quality functions, and thorough audits are conducted for critical suppliers which include controlling that any modern slavery is expressly banned from our suppliers' practices.

## APPROVAL

This statement has been approved by the undersigned for and on behalf of the members of Sediver Management Team. Sediver financial year end is 31 December and the present document constitutes our slavery and human trafficking statement for the 2022 financial year.

May 2022



Jean Nakache  
General Manager