

# MODERN SLAVERY STATEMENT

**wanzl**

[www.wanzl.com](http://www.wanzl.com)

WZL-HR-0014

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## WANZL UK GROUP



Wanzl Ltd

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United Kingdom

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Wanzl (Ireland) Ltd

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## **Introduction**

This Modern Slavery Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Wanzl Ltd and its subsidiary, Wanzl (Ireland) Ltd, for the financial year ending 2025. The statement has been approved by the Board of Directors and signed by the Managing Director.

Globally, it is estimated that 50 million people are affected by modern slavery, with significant increases in recent years. In the UK, between 100,000 and 130,000 people are estimated to be victims at any one time. Wanzl Ltd recognises its responsibility to prevent modern slavery and human trafficking in its business and supply chains.

## **Our Business and Supply Chains**

Wanzl Ltd is committed to acting ethically and with integrity in all business relationships. This statement covers Wanzl Ltd and Wanzl (Ireland) Ltd. We engage with a wide range of suppliers and stakeholders, including employees, customers, and the local community.

## **Policies and Governance**

We have implemented the following policies to support our commitment to preventing modern slavery:

- Supplier Code of Conduct
- Whistleblowing Policy
- Recruitment & Selection Policy
- Anti-Slavery and Human Trafficking Policy

Responsibility for modern slavery compliance rests with the Board, with day-to-day management delegated to the Operations Director.

## **Risk Assessment and Due Diligence**

We conduct regular risk assessments to identify areas of concern within our business and supply chain. Due diligence processes include:

- Verification of identity and right to work for all employees
- Prohibition of withholding personal documentation
- Supplier onboarding questionnaires and contractual obligations regarding modern slavery
- Audits of sites, particularly where temporary agency labour is used

**Training and Awareness**

All employees receive training on modern slavery risks, including how to spot signs and report concerns. Training is provided at induction and annually thereafter. Managers of sites using temporary labour receive additional, role-specific training and are required to carry out audits.

**Reporting and Remediation**

We encourage all staff and supply chain partners to report concerns about modern slavery. Reporting mechanisms include:

- Anonymous whistleblowing system – available on Wanzl website under Compliance
- Direct reporting to HR or management
- Display of ‘Stronger Together’ materials in multiple languages at all sites

If modern slavery is identified or suspected, the Operations Director will manage the response, which may include engaging with NGOs, authorities, and providing support to victims. We will not cease trading with a supplier until appropriate support for victims is in place.

**Effectiveness and Continuous Improvement**

We monitor the effectiveness of our anti-slavery measures through:

- Training completion rates
- Number of audits conducted
- Reports received and actions taken

We are committed to continuous improvement and will review and update our policies and procedures annually.

**Accessibility**

This statement is published on our website with a prominent link from the homepage.

**Approval**

This statement was approved by the UK Group Board of Directors.

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**Employee Guidance and Resources**

- All staff receive this statement annually and at induction.

- 'Stronger Together' materials are displayed in all relevant workplace locations.
- Employees are encouraged to discuss the Modern Slavery Myth Buster Toolbox Talk with colleagues.
- For more information or to report concerns, visit the Modern Slavery Reporting Website or contact HR.

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*For further details or to suggest improvements, please contact the Operations Director or HR department.*



Dean Rolland  
Managing Director  
Wanzl Ltd

11<sup>th</sup> June 2025