

Slavery and Human Trafficking Statement – First Sensor AG

Introduction

This statement on the prevention of slavery and human trafficking is made in accordance with section 54 of the Modern Slavery Act 2015 („the Act“) to report actions taken by First Sensor AG during the financial year ending on 31. December 2019.

Organisation

The First Sensor Group (also referend to hereinafter as “First Sensor“) consists of the parent company First Sensor AG, domiciled in Berlin, and a number of affiliated companies and local offices in Europe, the United States of America, Canada and China, in which the parent company either holds all or the majority of shares, among them the UK-based First Sensor Technics, Ltd, a pure sales office.

First Sensor operates in the sensor production and microsystems technology industries. The company’s business focusses mainly on the development, manufacture and distribution of customer-specific optical and pressure sensors and sensor systems. The key target markets are the industrial, medical and mobility sector.

First Sensor is currently operating offices and/or production sites in 16 different locations and employed over 900 people at the end of 2019. In addition, First Sensor places a great deal of importance on high efficiency, reliable suppliers and motivated employees.

Internal Measures

With the aim to codify our expectations for working with integrity, i. e. in a manner that is legally proper and based on ethical principles, First Sensor has installed a comprehensive code of conduct, embedded in its compliance management system. New First Sensors employees are equipped with this obligatory guide from their first day of work as a preventive measure to comply with our business conduct guidelines. The code requires that our employees recognise of anti-slavery in particular with respect to elimination of child labour, forced labour and human trafficking, among others.

Each employee is required to make himself familiar with the code of conduct and has to sign off a respective statement. In addition, First Sensor will implement internal code of conduct training, with annually repeated briefings for the buying and sales departments or our group.

ID Fruchtenicht


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Vorstandsvorsitzender / CEO
Dr. Dirk Rothweiler

Finanzvorstand / CFO
Dr. Mathias Gollwitzer

**Aufsichtsratsvorsitzender /
Chairman of the Supervisory Board**
Prof. Dr. Alfred Gossner

Supply Chain Measures

Based on the requirements of our code of conduct and the UN Global Compact, First Sensor has also installed a supplier code of conduct as compulsory part of its supplier assessment and selection process in 2018. The code sets out standards of ethical, lawful and sustainable conduct, which we expect of all our business partners. In particular, the code prohibits the use of forced and child labour by our suppliers and requires them to respect the employment right of their workers. Breaches will be punished with adequate actions to the point of termination of contract. Furthermore, all suppliers are obligated to promote compliance with this code amongst their own suppliers. As of 2020, First Sensor intends to extend its supplier auditing programme towards compliance with its supplier code of conduct.

Risk Management

First Sensor has established a comprehensive risk management system, which also examines compliance risks – among them potential risks of non-compliance with legislation such as the Modern Slavery Act. All affiliated companies and sites worldwide are requested to quarterly evaluate their risk portfolio and report it back to corporate headquarters, including actions to prevent or mitigate such risks. Relevant risks identified as well as the related responses are subject of continuous review between the management board and the respective site / legal entity, supported by corporate functions such as risk management & compliance.

In addition our compliance management system offers various channels for whistle-blowers to support the detection of non-compliance and misconduct. Furthermore, it stipulates defined processes how to respond to such cases.

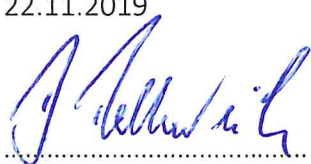
Commitment

We will continue to apply a zero-tolerance approach to slavery and human trafficking in our business and supply chain.

This statement has been approved by the board of the company.

Date: 22.11.2019

Signed:



Name: Dr. Dirk Rothweiler

Dr. Mathias Gollwitzer

Title: CEO

CFO

