

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At IDS Imaging Development Systems GmbH, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2021.

Our business and supply chains

IDS develops high-performance USB, GigE and 3D cameras with a wide range of sensors and variants as well as cameras with artificial intelligence. The almost unlimited range of applications covers multiple non-industrial and industrial sectors in the field of equipment, plant and mechanical engineering.

Resting on our achievements does not suit us. We always have new ideas so that our cameras help to shape the future, advance research, conserve raw materials and serve people. We never lose sight of our responsibility for people and the environment. This includes sustainability in products and shipping, fairness towards our business partners as well as family awareness and a good work-life balance.

We produce exclusively in Germany: Our development and production site is in Obersulm, Germany. With branches in the USA, Japan, South Korea and the UK as well as offices in Europe, IDS is represented internationally. At our development site in Serbia, we conduct research into artificial intelligence. Every IDS product undergoes extensive internal testing processes. External certifications according to international standards prove the high quality standard.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Risk assessment

In the past year, we conducted a risk assessment of our supply chain by taking into account:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by the suppliers
- The presence of vulnerable demographic groups

This assessment will determine our response and the risk controls that we implement.

Policies

IDS Imaging Development Systems GmbH operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- Purchasing Code - we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

Supplier due diligence

IDS Imaging Development Systems GmbH conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

Training

IDS Imaging Development Systems GmbH has rolled out a yearly e-learning course to all employees of our purchase department:

- Various forms of modern slavery in which people can be held and exploited
- The size of the problem and the risk to our organisation
- How employees can identify the signs of slavery and human trafficking, including unrealistically low prices
- How employees should respond if they suspect slavery or human trafficking
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation
- What external help is available for the victims of slavery
- What terms and guidance should be provided to suppliers in relation to slavery policies and controls
- What steps will be taken if a supplier fails to implement anti-slavery policies or controls

Measuring how we're performing

IDS Imaging Development Systems GmbH has defined the following key performance indicator to combat modern slavery and human trafficking in our organisation and supply chain.

- How many employees have completed mandatory training?
- How many suppliers have filled out our ethics questionnaire?
- How many suppliers have rolled out an awareness and training programme that is equivalent to ours?
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?
- What are the findings of our cross-functional Human Rights team, which reviews how we are addressing modern slavery and human trafficking?

This statement covers 1st January 2021 to 31st December 2021 and has been approved by the board of IDS Imaging Development Systems GmbH.

Obersulm, 29th April 2021

Jan Hartmann

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