

LANDIS+GYR AUSTRALIA - JOINT MODERN SLAVERY STATEMENT 2021

1. Introduction and scope

This Joint Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Australia) and applies to the operations of Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd and Landis & Gyr Pty Ltd (together, **Landis+Gyr Australia, our, we**) during our financial year 1 April 2020 to 31 March 2021.

In this statement, we outline our processes for assessing, preventing and addressing modern slavery risks in our business operations and supply chains.

In preparing this statement, we have consulted with our key business leaders across the Landis+Gyr Group supply chain teams, procurement teams, operations and human resources teams, compliance and legal teams, the Asia Pacific business teams, and the Board of Directors of each of the three reporting entities.

2. Landis+Gyr Group

Landis+Gyr Australia is part of the Landis+Gyr Group, which is headquartered in Switzerland. Our ultimate parent company, Landis+Gyr Group AG (SIX: LAND), together with its subsidiary and affiliate businesses, (**Landis+Gyr Group**) employs approximately 5000 employees worldwide and has a presence in 30 countries, across five continents with the mission of helping the world manage energy better.

The Landis+Gyr Group is a leading global provider of integrated energy management solutions for the utility sector. Offering one of the broadest portfolios, the Landis+Gyr Group delivers innovative and flexible solutions to help utilities solve their complex challenges in Smart Metering, Grid Edge Intelligence and Smart Infrastructure.

The Landis+Gyr Group designs, manufactures, and supplies a broad portfolio of products for the energy industry, including smart meters for electricity, heat, gas and water, together with energy management solutions such as demand side management solutions, advanced sensing and automation tools, EV hardware and software charging solutions, cybersecurity solutions and data analytics.

Our products and services help drive positive and sustainable environmental outcomes, by enabling better energy infrastructure management, which in turn improves energy efficiency, energy conservation and decarbonisation.

The Landis+Gyr Group operates to high standards of ethical conduct, and environmental, social and corporate governance (**ESG**). Our leaders, managers, and employees also are expected to conduct themselves with the highest level of ethics and integrity.

3. Organisational structure and operations

Landis+Gyr Australia is led by Mr. Rodney Chaplin, the General Manager for Australia and New Zealand. Mr Chaplin reports to the Executive Vice President for Landis+Gyr Asia Pacific, who in turn reports to the CEO of the Landis+Gyr Group.

The Landis+Gyr Australia operations include manufacturing, supply chain management, research and development (**R&D**), product and service management together with sales and after-sales support.

The core products and services supplied by Landis+Gyr Australia to its customers include gas, electricity and water metering products, demand side management tools, software, energy management solutions and related support services.

We operate from four locations across Australia including Brisbane, Sydney, Perth and Melbourne. Our Australian and Asia Pacific head office is located in Sydney, together with our R&D centre, where our team of engineers work on the hardware design and testing of electricity meters, and software solutions for multi-utilities including electricity, gas and water. Our main manufacturing facilities are located in Melbourne, where our staff carry out assembly, testing, calibration, configuration and certification work for a suite of Landis+Gyr water, gas and electricity meters.

Our operations are certified to the following ISO standards: ISO9001, ISO45001, ISO14001, ISO17025 and we are currently progressing towards ISO22301 certification.

4. Supply Chains

Our supply chains are diverse, consisting of a mixture of components, sub-assemblies, metering components, and finished goods, relating to our gas, electricity and water meter products and solutions.

We source most of our direct materials (such as component parts and sub-assemblies) from suppliers in China, Vietnam, Europe, and the USA. We also source various products and services from within the Landis+Gyr Group, for example IT software and solutions from our sister companies in the USA and India, and various meter products and sub-assemblies manufactured by our sister companies in Germany and China.

5. Risks of modern slavery

We recognise the significant global challenge associated with modern slavery and the inherent risks of modern slavery in supply chains.

We have assessed the risks of modern slavery within our own business practices and operations as low.

We have assessed the risk of modern slavery in our supply chains as low.

6. Policies and procedures to identify and manage modern slavery risks

The Landis+Gyr Group has implemented detailed policies and procedures to help identify and manage the risks of modern slavery both within our own business operations and within our supply chains. These policies and procedures are reviewed on an annual basis.

Landis+Gyr Group Employee Code of Conduct and Business Ethics

The Landis+Gyr Group Employee Code of Conduct and Business Conduct is a cornerstone document within our business. It guides our internal employment processes and helps to ensure fair work standards for all employees. The code applies to all employees and workers across the 30 countries in which the Landis+Gyr Group operates. The code requires us to ensure that:

- employees are free to choose their employment and are not forced into any involuntary labour,
- employees have freedom of association and freedom to join trade unions,

- employees receive wages and benefits in compliance with local labour law requirements
- there is no unlawful harassment or workplace discrimination,
- there is no harsh or inhumane treatment within the workplace, and
- we never use child labour in any operations or at any stage of the manufacturing process.

Corporate Social Responsibility Directive

This Directive defines the commitment by Landis+Gyr Group's senior management to manage ESG in accordance with industry best practice. The Directive addresses corporate governance, business conduct, employment practices, health and safety, environmental practices, and supplier management.

UN Global Compact and UN Declaration of Human Rights

The Landis+Gyr Group joined the UN Global Compact in 2019. Our fair labour standards are aligned with the global standards and guidelines set by the UN Global Compact, as well as those set by the United Nations Universal Declaration of Human Rights.

Landis+Gyr Group Speak Up and Whistle Blowers Policies

The Landis+Gyr Group encourages all its employees, customers, suppliers, and other business partners to report any concerns they may have in relation to the Landis+Gyr business activities, or its supply chains, including any risks associated with slavery or human trafficking via our 'Speak Up' system. Employees, customers, suppliers, or others who have concerns can use our confidential Speak Up helpline or submit their complaint by contacting a third-party Ombudsperson. In addition, our Australian Whistleblower Policy ensures that employees, suppliers, and business partners can raise concerns, anonymously if they wish, about any misconduct or improper state of affairs within our organisation.

Employment Equity Discrimination Harassment and Bullying Policy

We are committed to providing a safe and healthy working environment for our workers, ensuring they feel valued and respected. This policy is designed to prevent discrimination, harassment, bullying and victimisation and enable workers to carry out their work in a safe environment.

Occupational health and safety policies

Our workplace health and safety policies help ensure that our business complies with its legal obligations under relevant workplace health and safety legislation and proactively seeks to reduce the risk of workplace accidents.

New Supplier Induction Process

Landis+Gyr Group follows a 'New Supplier Induction' (NSI) process for all new suppliers, which includes a rigorous process for vendor selection and management.

As part of the NSI process, the Landis+Gyr Group supply chain and quality teams take a risk-based approach to determine the appropriate scope of supplier due diligence for new vendors. The supplier due diligence is then completed before entering into a supply arrangement with a new vendor. For tier-one supplier of direct materials, the due diligence often involves supplier factory audits and supplier interviews by our quality control and procurement team. We also require new suppliers of direct materials to complete a detailed supplier questionnaire. Suppliers are required to demonstrate

that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

Supplier Code of Conduct

Landis+Gyr uses the Supplier Code of Conduct agreements to define and agree the level of corporate social responsibility controls with its tier-one suppliers (being businesses that supply products or services directly to any Landis+Gyr Group entity). We require all tier-one suppliers of direct materials to sign up to the Landis+Gyr Code of Conduct for Suppliers. This code sets out onerous requirements relating to modern slavery compliance, environmental compliance, fair employment standards, and a workplace free of harassment and unlawful discrimination. We require our suppliers to ensure that their suppliers and subcontractors also comply with the code. Failure to comply with the Code of Conduct for Suppliers may result in the Supplier's removal from the Landis+Gyr approved supplier base.

Supplier audit programme

The Landis+Gyr Group supplier quality and procurement teams conduct detailed onsite audits of many of our tier-one suppliers on an annual basis, following a risk-based approach. Our supplier audit programme is rigorous and aligned with the Responsible Business Alliance (RBA) code of conduct requirements, which addresses and seeks to minimise the risks of modern slavery and human trafficking. Our internal auditors have received training on the RBA code of conduct requirements.

The Landis+Gyr Group takes a risk-based approach to management of modern slavery with tier-two suppliers (being the businesses that supply products or services to our tier-one suppliers). Certain tier-two suppliers (based on risk profile) are required to sign the Landis+Gyr Supplier Code of Conduct and undergo a Landis+Gyr supplier audit.

Unfortunately, COVID-19 has significantly impacted our audit team's ability to travel and perform onsite audits with suppliers in 2020 and 2021. However, Landis+Gyr were able to leverage our Landis+Gyr team based in China to support local based supplier audits. In conjunction Landis+Gyr has invested in the purchase of HoloLens technology. This has enabled us to perform virtual audits remotely at other key suppliers, that we were not able to access due to COVID-19 travel restrictions. Landis+Gyr was able to perform key supplier audits during this reporting year, using a combination of onsite and virtual auditing techniques. These were a combination of Tier 1 and Tier 2 audits. There were zero non-conformances identified related to modern slavery as an outcome of these audits.

Green Procurement Requirements

Landis+Gyr actively strives to prevent the use of Conflict Minerals within our products and requires that its suppliers and partners share this objective. Landis+Gyr has adopted the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Suppliers are requested to design and implement a system for the thorough management of those materials, components and processes which may have negative environmental impact. A special focus lies on chemical substances in products, including the following actions:

- Establishment of a design approach to pursue resource sustainability (green design), for example: reduce material usage, design assemblies to be easily disassembled at end of life to maximise recyclability.

- Establishment of a system for identification and management of hazardous chemical substances in products.
- Procurement of parts, components, and materials with minimal environmental impacts, including a reduction in the use of hazardous chemical substances.

Employee training plan

In 2021, Landis+Gyr conducted mandatory modern slavery training program for management, human resources, procurement, and supply chain personnel located in Australia and across Asia Pacific. The training scope included: (i) modern slavery risk identification, assessment, mitigation, and management; (ii) tools and processes used by Landis+Gyr to identify and mitigate modern slavery risks; and (iii) reporting and legal requirements under the Modern Slavery Act. The training served to raise awareness of Modern Slavery risks and the various internal tools and processes utilized by Landis+Gyr to identify, mitigate and manage modern slavery risks in its supply chains and operations.

In addition, Landis+Gyr Group office-based employees are required to undertake annual mandatory Code of Conduct training.

Over the course of the next year, we will run annual refresher training on modern slavery for our management, Human Resources and Procurement and Supply Chain personnel located in Australia and across the Asia Pacific region. We will also conduct mandatory Code of Conduct compliance training for all office-based Landis+Gyr employees.

Approval

This statement was approved by principal governing body (being the board of directors) of each of the 3 reporting entities, namely Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd and Landis & Gyr Pty Ltd. The board of directors of these 3 reporting entities approved this statement on 1 October 2021.


Signed by the following Responsible Members of the three reporting entities:



Stephen A Jeston

Position: Director of Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd, Landis & Gyr Pty Ltd
EVP Asia Pacific, Landis+Gyr

Date: 01 October 2021



Biswajyoti Lahiri

Position: Director Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd, Landis & Gyr Pty Ltd
CFO Asia Pacific, Landis+Gyr

Date: 01 October 2021