

# Anti-Modern Slavery & Human Trafficking Transparency Statement 2021

## INTRODUCTION

It continues to be a priority for Clarios to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.

## OUR BUSINESS

Clarios creates the most advanced battery technologies for virtually every type of vehicle. We also create the smartest energy storage solutions to power the latest vehicle features, working closely with global automotive manufacturers and aftermarket suppliers around the world.

In 2019, Johnson Controls sold its Power Solutions division to Brookfield Business Partners, launching Clarios — a new beginning for an already established world leader in advanced energy storage solutions with a longstanding commitment to sustainability.

We are committed to help our customers win and create a greater value for all of our stakeholders through strategic focus on development of the smartest energy storage solutions in the world. For further information, please visit <http://www.clarios.com> or follow us @clariosGlobal on Twitter.

## OUR STRUCTURE

The ultimate parent of the Clarios group of companies (**Group**) is Clarios International Inc., which has its head office at 5757 North Green Bay Avenue Florist Tower Glendale, WI 53209-4408 United States. The Group has over 16,000 employees worldwide and operates in over 140 countries across all geographic regions.

This statement is published in accordance with the provisions of the Modern Slavery Act 2015 (**Modern Slavery Act**) on behalf of Clarios International Inc., and each of its affiliates who meet the criteria outlined in section 54 of the Modern Slavery Act's 'transparency requirement', including:

- Clarios UK Limited; and
- All remaining affiliates of the Group globally.

## **(Covered Affiliates)**

References to “**Clarios**”, “**we**”, “**us**”, or “**our**” in this statement are to Clarios International Inc. and the Covered Affiliates shown above.

## **OUR SUPPLY CHAINS**

Typically, our major suppliers fall into one of the broad categories outlined below:

- Direct materials suppliers, such as for the supply of lead and polypropylene
- Indirect materials suppliers, such as for software and services.

## **MODERN SLAVERY RISKS**

We understand that the supply of some of our direct materials, namely lead, can give rise to the highest modern slavery risks.

As part of our initiative to identify and mitigate our highest risks we have systems in place to:

- identify and assess our highest risk areas in our supply chains;
- mitigate the risk of slavery and human trafficking occurring in our supply chains;
- monitor potential high risk areas in our supply chains; and
- protect whistle blowers.

## **OUR POLICIES**

We have appropriate policies in place that underpin our commitment to ensure that there is no slavery and human trafficking in our supply chains or in any part of our business. We continuously review and update our policies.

Our Human Rights Policy makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our businesses or in any part of our supply chain. All suppliers are expected to comply with the Clarios Human Rights Policy. Our Slavery & Human Trafficking policy is available on the Clarios website.

Our Code of Ethics is communicated to our employees, suppliers and contract workers which requires individuals to report any wrongdoing, including but not limited to human rights violations like slavery and human trafficking. All reports are fully investigated and appropriate remedial actions taken when warranted. Our Integrity Helpline is available in 16 languages for individuals to raise concerns or report any alleged wrongdoing.

In addition, we note that Clarios is an early signatory of the United Nations Global Compact (UNGC) and fully supports the UNGC’s Ten Principles which are based on the Universal

Declaration of Human Rights. As part of our commitment to the UNGC, we produce an annual Communication on Progress. The latest published version can be found on the website of the UNGC .

## **SUPPLIER ADHERENCE TO OUR VALUES**

We are committed to providing safe, quality products and services and we have zero tolerance to slavery and human trafficking. It is our goal to work collaboratively with our suppliers to exceed our customers' increasing expectations, achieving outstanding performance through best in class products, services and processes. We expect our suppliers to conduct their operations in a socially and environmentally responsible manner, aligning with our values and our Code of Ethics.

To ensure all those in our supply chain and contractors comply with our values and ethics, we require all suppliers to adhere to the Clarios Code of Ethics and all applicable laws and regulations, including complying with the standards on labor, health and safety, the environment. In addition, our Supplier Quality Standards Manual, which is applicable on a global basis to all suppliers, prohibits the use of forced, bonded, indentured, involuntary prison or slave labor, and requires suppliers to comply with anti-slavery, labor and wage laws. In addition, Clarios' global standard contract terms contain a clause by which suppliers undertake and commit that they will adhere to the [Clarios Code of Ethics](#).

Environmental performance and sustainability information on our major suppliers has been gathered through the Clarios Supplier Sustainability Rating Survey, the Supplier Assessment Survey, and other means. Any major supplier providing products and services to Clarios is expected to complete these surveys, which are used to perform due diligence on and evaluate major suppliers, communicate our expectations, and ensure suppliers' compliance with applicable laws, including in relation to slavery and human trafficking.

## **TRAINING**

As an enhancement to our employee annual ethics training and certification, Clarios has made available a training module which enables employees of Clarios to spot and respond to the signs of slavery and human trafficking and allows employees to anonymously report any suspected violations. We continue to improve our sourcing processes, benchmark our standards and audit our approach against regulatory requirements and available guidance.

This statement is published pursuant to section 54(1) of the Modern Slavery Act and constitutes Clarios' slavery and human trafficking statement for the financial year ending 2021.

