



FREQUENTIS Policy Statement on Modern Slavery

Modern Slavery is a serious crime to be tackled in society and in all businesses. Over the years Frequentis has established processes across the organisation to ensure that we perform to high standards of corporate social responsibility and that we prevent Modern Slavery in all of our supply chains.

In the last year, 2018, Frequentis has taken specific actions in support of this policy:

- We have addressed the issue of Modern Slavery in our Code of Conduct (CoC) and our Corporate Social Responsibility Code (CSR) for suppliers and subcontractors, and in our contract templates for subcontractors, suppliers, coaches and employment agencies.
- We have frequently trained our human resources staff, leadership and staff engaged in Supply Chain Management on the principles of Transparency in Supply Chains, including the strict avoidance of slavery, human trafficking, any other form of forced or compulsory labour, child labour and all kinds of discrimination.
- We have performed a yearly salary review together with our works council to ensure that none of our employees salary is below the minimum salary foreseen in the collective bargaining agreement.
- We have frequently audited subcontractors, suppliers and employment agencies, taking into account specific country and/or section risk.
- We have focused on compliance with Transparency in Supply Chains when performing Due Diligence reviews with respect to other companies.
- We report on activities relating to Transparency in Supply Chains in our yearly financial statements.

We will keep our Policy on Modern Slavery and our processes to comply with it under annual review.

Sylvia Bardach
Executive Board
FREQUENTIS AG

Vienna, May 2019