



# Slavery and Human Trafficking Statement

## Our business

Sandvik is a high-tech and global engineering group offering advanced products and services that enhance customer productivity, profitability and sustainability. The business is organized into three business areas and our customer segments are, for example, mining, engineering, infrastructure, automotive, energy, and aerospace.

## Organizational structure

Sandvik UK is part of the Sandvik Group. Our ultimate parent company is Sandvik AB with headquarters in Stockholm, Sweden and parent company of the Sandvik Group, with subsidiaries in around 70 countries. The Group has approximately 41,000 employees and sales in about 170 countries. Sandvik AB is a public company with its shares listed on Nasdaq Stockholm.

## Policies on slavery and human trafficking

We are a global business that runs our day-to-day operations in a consistent manner with a clear focus on proper governance of the business. Our governance framework, the Sandvik Way, describes our common way of working throughout the entire organization. A central part of our governance framework is our Code of Conduct. The Code of Conduct applies to all parts of Sandvik's organization, and it also contains details how to report potential breaches of the Code of Conduct. All of our staff are trained to perform in accordance with the Sandvik Way and the Code of Conduct including the Sandvik Supplier Code of Conduct.

Slavery and trafficking are prohibited in most national legislations and Sandvik complies with applicable legislations in the countries where it operates. As expressed in our Code of Conduct, we are committed to the ten principles in the UN Global Compact, OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. All these international regulations and guidelines prohibit slavery and forced labour.

Our Code of Conduct expresses zero tolerance for any form of modern slavery including forced – or compulsory labour, as well as for any form of child labour in any part of our business or in our supply chain. Breaches against our Code of Conduct, Supplier Code of Conduct, policies, or applicable law can be directly reported to a manager or through our reporting tool, Speak Up, which allows

anonymous reporting in all jurisdictions where this is possible. All reports received are evaluated and responded to.

The Sandvik Supplier Code of Conduct requires all our suppliers to not engage in or support the use of any form of forced, compulsory or illegal labour, including trafficking, child labour, prison labour or bonded labour. We monitor and evaluate the risk of violations of our Supplier Code of Conduct and so far, we have not recorded any instances of non-compliance of this type. Sandvik is committed to conducting human rights due diligence, taking a risk-based approach to our supply chain and perform regular compliance checks via software tools. We also perform on-site audits of identified high risk suppliers. We require that suppliers, contractors, distributors, and agents make every effort to comply with the Supplier Code of Conduct, which shall be part of the business agreement any supplier has with Sandvik.

"In the event of any discovery during our due diligence exercise or any complaint by our reporting mechanism, we are committed to addressing and reporting it to the responsible authorities in accordance with applicable laws"

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2020. This statement applies to both Sandvik Holdings Limited and Sandvik Limited.

Javier Guerra

Chairman

Sandvik Holdings Limited

May 20, 2024