

Statement for slavery and human trafficking 2022

About Cargotec

Cargotec is a leading provider of cargo and load handling solutions with operations in more than 100 countries. At the end of 2022, our sales totaled EUR 4,089 million, and we employed approximately 11,500 people. Cargotec's business model is based on an asset-light and assembly-only production footprint, supply chain expertise, leadership excellence and teamwork.

We at Cargotec are committed to respecting human rights within our operations and value chain, as well as to comply with national and international laws and regulations. We recognise that Cargotec may be connected to modern slavery in the value chain, especially in our supply chain, and we are committed to addressing any such cases to the best of our ability. Freedom from slavery is a basic human right and we set clear expectations to our employees and suppliers in regards to respecting human rights. We want to be a good corporate citizen in every jurisdiction we operate in and want to be a safe and trusted partner for all our stakeholders.

Policy framework

Cargotec is committed to the principles of the UN Global Compact, OECD's guidelines for multinational enterprises, the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. These commitments are reflected in the Cargotec Code of Conduct that sets the foundation for our corporate culture, establishing high standards of integrity on how we do business and how we behave in our daily work. The Code of Conduct is approved by Cargotec's Board of Directors' and defines our common way of working. The principles laid forth in the Code of Conduct apply for all employees, directors and third parties acting on behalf of the company. The practical implementation of the Code of Conduct is ensured through topic area-specific policies, processes and training.

Cargotec's Employment policy, complementing the Cargotec Code of Conduct, defines the company's basic employment principles and workplace practices. The policy sets the global commitment to respect international human rights and to comply with all respective regulations. It applies to all Cargotec employees worldwide, and its enforcement is subject to local legislation.

Cargotec's Business Partner Code of Conduct (BPCoC) requires all its business partners to conduct their business in compliance with international human rights and environmental laws and practices. The BPCoC covers not only suppliers but also other third parties. Health and safety, freedom of association as well as prohibition of child and forced labour are examples of the basic principles Cargotec demands from its business partners.

Cargotec's business partners

We highlight the importance of a sustainable value chain. To achieve that, we expect our business partners to follow sustainable business practices. Cargotec aims for long-term and localised supplier relationships throughout each business area. We choose our suppliers on the basis of objective factors such as quality, reliability, delivery and price. Compliance with laws and regulations as well as respect for international human rights are required of each supplier.

During Cargotec's supplier approval process, new suppliers must meet pre-requirements and pass an audit conducted by Cargotec prior to acceptance. The pre-requirements include committing to Cargotec's BPCoC, a risk assessment conducted by Cargotec and a supplier self-assessment in a third-party platform. The supplier audit focuses on the suppliers' compliance with management of labour and human rights, anti-corruption and the environment.

Due diligence process

During 2022, Cargotec kicked off a comprehensive human rights due diligence programme covering all Cargotec business areas and functions. As a first step, a human rights impact assessment was initiated to identify adverse impacts on people in Cargotec's value chain and to enhance our continuous evaluation of the human rights impacts in our operations and value chain. The due diligence programme will continue in 2023 and focus on preventing, mitigating and remedying Cargotec's salient human rights issues.

Grievance mechanisms

Code of Conduct concerns and potential misconduct are reported to Cargotec's Ethics and Compliance team either directly or through the SpeakUp line. The SpeakUp line is operated by an external provider and managed by the Group Ethics and Compliance team. We encourage our employees and other stakeholders to speak up about any concerns regarding modern slavery, human trafficking or other policy violations. Reported concerns are taken seriously and investigated, and corrective measures are taken accordingly. The remedial process of an adverse impact is always considered based on the specific case and is subject to local law. Non-compliance with our policies may lead to employment dismissal or termination

of our relationship with third parties. All concerns are assessed according to a formal process which is overseen by the Code of Conduct Panel of the Cargotec Leadership Team, which is chaired by the CEO. In 2022, there were no cases related to human rights violations.

10 March 2023

A handwritten signature in black ink, appearing to read 'Mika Vehviläinen', written in a cursive style.

Mika Vehviläinen, President and CEO

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