

## Statement for slavery and human trafficking 2016

Cargotec is a leading provider of cargo and load handling solutions with operations in more than 100 countries. At the end of 2016 our sales totalled EUR 3.5 billion and over 11,000 people worked at Cargotec. Cargotec's business model is based on an asset-light and assembly-only production footprint, supply chain expertise, leadership excellence and teamwork.

Cargotec appreciates long-term and localised suppliers throughout each business area. We choose our suppliers with care and 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. Altogether our business areas had around 2,700 direct suppliers at the end of 2016.

Cargotec Code of Conduct sets the standards for how we do business - every day and wherever we operate. The Code of Conduct is approved by Cargotec's Board of Directors, and it defines our common way of working. The principles laid forth in the Code of Conduct also apply for any third parties acting on behalf of the company. Human rights and compliance are central part of code of conduct. Cargotec is committed to UN Global Compact and ILO Declaration on fundamental principles and rights at work. Cargotec Employee Policy sets the global commitment to respect international human rights and to comply with all regulations.

During 2016 Cargotec continued the Code of Conduct trainings throughout the organisation with several face-to-face trainings and globally mandatory e-learning program for employees with the access to Cargotec intranet and own e-mail account. Our Ethics and Compliance organisation was officially established to support and train our businesses on Code of Conduct and ensure adequate processes and procedures are developed. We established a Speak-up line, which is an externally hosted channel to report any violation against Cargotec Code of Conduct. We also monitor how well our personnel are aware of our Code of Conduct and on which level they consider we have been able to ensure social responsibility commitments in our organisation. Monitoring is done via Cargotec Compass, a global employee survey as well through individual development discussions twice a year.

Cargotec also conducted a risk assessment to our supply chain, including the area of human rights. Based on the result of the study our sourcing organisation is developing processes to mitigate any possible risks on the area.

We at Cargotec are committed to full compliance with applicable national and international laws and regulations. We want to be a good corporate citizen in each jurisdiction we operate in. We value transparency and business integrity and ensuring a clear commitment to international human rights is an integral part of our compliance management.



On 19 May 2017, Mika Vehviläinen, CEO