

# Modern Slavery Policy Statement

Alfen B.V. and Alfen ICU B.V. (“Alfen” or the “Company”) have the mission to boost the energy transition by engineering, manufacturing, integrating and connecting high quality energy solutions that are innovative, reliable and smart.

Alfen recognizes that for the success of the company, safe, effective, and efficient execution of the business is essential. The Alfen Integrated Management System (AIM) is as such developed and implemented to contribute to this success. The AIM meets the requirements of ISO 9001:2015, ISO 14001:2015, ISO 27001:2017, ISO 45001:2018 and ISO 50001:2018. Furthermore, Alfen complies with laws and regulations and acts with integrity in accordance with the Alfen Code of Conduct, as available on our website.

Alfen is committed to maintaining and enforcing effective systems and controls to prevent slavery and human trafficking in our corporate activities, and to ensure that all work in our supply chains is performed voluntarily. Modern slavery is criminal activity and a violation of human rights. The deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain is unacceptable. For these reasons, slavery and human trafficking are a matter of zero tolerance at Alfen.

This policy applies to all members, employees, agents, consultants, suppliers and those parties in our supply chain, wherever in the world they operate. Any reported breach of this policy will be investigated and may lead to legal proceeding or disciplinary action. Alfen commits to taking all necessary steps to ensure the workforce who we and our suppliers engage is free from effects associated with modern slavery, human trafficking, forced or bonded/imprisoned labor.

Alfen will conduct “right to work” checks on every employee within its employment at induction. Alfen shall ensure that workers’ contracts clearly convey the conditions of employment in a language understood by the workers. Alfen shall not impose unreasonable restrictions on movement within the workplace or upon entering or exiting company-provided facilities. We expect our supply chain to perform the same checks in accordance with the applicable Immigration laws of the countries we are operating in.

The detection and reporting of slavery is the responsibility of all of us. Any concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage should be raised. This can be done in accordance with the whistleblowing policy as can be found on our website.

Chief Executive Officer

M. Roeleveld



January 2023