

LANDIS+GYR AUSTRALIA - JOINT MODERN SLAVERY STATEMENT 2020

1. Introduction and scope

This Joint Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Australia) and applies to the operations of Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd and Landis & Gyr Pty Ltd (together, **Landis+Gyr Australia, our, we**) during our financial year 1 April 2019 to 31 March 2020.

In this statement, we outline our processes for assessing, preventing and addressing modern slavery risks in our business operations and supply chains.

In preparing this statement, we have consulted with our key business leaders across the Landis+Gyr Group supply chain teams, procurement teams, operations and partner management teams, compliance and legal teams, the Asia Pacific business teams, and the executive management team.

2. Definition of Modern Slavery

The Modern Slavery Act 2018 (Australia) defines modern slavery as including the following eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour where children are subjected to slavery or similar practices or engaged in hazardous work.

3. Landis+Gyr Group

Landis+Gyr Australia is part of the Landis+Gyr Group, which is headquartered in Switzerland. Our parent company, Landis+Gyr AG, together with its subsidiary and affiliate businesses, (**Landis+Gyr Group**) employees approximately 5000 employees worldwide and has a presence in more than 30 countries, across five continents.

The Landis+Gyr Group is a global industry leader in the design and manufacture of smart metering solutions, energy management solutions, and smart grid industry transformation. The Landis+Gyr Group designs, manufactures, and supplies a broad portfolio of products for the energy industry, including smart meters for electricity, heat, gas and water, together with energy management technology solutions, advanced sensing and automation tools, load control, analytics, and various energy storage solutions.

Our products and technology solutions help drive positive environmental outcomes, by enabling better energy infrastructure management, which in turn improves energy efficiency and energy conservation.

The Landis+Gyr Group operates to high standards of ethical conduct and social corporate responsibility.

The Landis+Gyr Group seeks to uphold the letter and spirit of the law in all locations in which our business operates and conducts transactions, in full compliance with applicable laws and regulations. These are the conditions under which we compete, deliver value and act as responsible members of our communities. We are convinced of our ability to succeed honestly and expect all employees to abide by this conviction. Our leaders, managers, and employees are expected to comply with all

applicable laws and regulations and to conduct themselves with the highest level of ethics and integrity.

4. Organisational structure and operations

Landis+Gyr Australia is led by Mr. Rodney Chaplin, the General Manager for Australia and New Zealand. Mr Chaplin reports to the Executive Vice President for Landis+Gyr Asia Pacific, who in turn reports to the CEO of the Landis+Gyr Group.

The Landis+Gyr Australia operations include manufacturing, supply chain management, research and development, product and solution management, sales, and professional support services. The core products and services supplied by Landis+Gyr Australia to its customers include gas, electricity and water meter products, load management tools, software, energy management technology solutions and related support services.

We operate from four sites in Australia. Our Australian head office is located in Sydney, together with our R&D centre, where our team of engineers work on the design of electricity meters and software solutions. We have sales offices in Brisbane, Sydney, Perth and Melbourne. Our manufacturing facilities are located in our Melbourne factory, where our staff carry out assembly, testing, calibration, configuration and certification work for a suite of Landis+Gyr gas and electricity meters.

Our operations are certified to ISO standards in relation to quality, health & safety, and environmental processes.

5. Supply Chains

Our supply chains are diverse, consisting of a mixture of components, sub-assemblies, metering components, and finished goods, relating to our gas, electricity and water meter products and solutions.

We source most of our direct materials (such as component parts and sub-assemblies) from suppliers in China, Vietnam, Germany, and the USA. We also source various products and services from within the Landis+Gyr Group, for example IT software and solutions from our sister companies in the USA and India, and various meter products and sub-assemblies manufactured by our sister companies in Germany and China.

6. Risks of modern slavery

We recognise the significant global challenge associated with modern slavery and the inherent risks of modern slavery in supply chains.

We have assessed the risks of modern slavery within our own business practices as low.

We have assessed the risk of modern slavery in our supply chains as low.

7. Policies and procedures to identify and manage modern slavery risks

The Landis+Gyr Group has implemented detailed policies and procedures to help identify and manage the risks of modern slavery both within our own business operations and within our supply chains. These policies and procedures are reviewed on an annual basis.

Landis+Gyr Group Employee Code of Conduct and Business Ethics

The Landis+Gyr Group Employee Code of Conduct and Business Conduct is a cornerstone document within our business, guides our internal employment processes, and helps to ensure fair work standards for all employees. The code applies to all employees and workers across the 33 countries in which the Landis+Gyr Group operates. The code requires us to ensure that:

- employees are free to choose their employment and are not forced into any involuntary labour,
- employees have freedom of association and freedom to join trade unions,
- employees receive wages and benefits in compliance with local labour law requirements
- employee work hours do not exceed local labour law requirements
- there is no unlawful harassment or workplace discrimination,
- there is no harsh or inhumane treatment within the workplace, and
- we never use child labour in any operations or at any stage of the manufacturing process.

Corporate Social Responsibility (CSR) Policy and Directive

This Policy and Directive define the commitment by Landis+Gyr Group's senior management to manage CSR in accordance with industry best practice. The Policy and Directive address the following topics; labour; health and safety; environmental ethics and management systems.

Landis+Gyr Group Speak Up / Whistle Blowers Policy

The Landis+Gyr Group encourages all its employees, customers, suppliers, and other business partners to report any concerns they may have in relation to the Landis+Gyr business activities, or its supply chains, including any risks associated with slavery or human trafficking. Employees, customers, suppliers, or others who have concerns can use our confidential helpline or submit their complaint by contacting a third-party Ombudsman.

Employment Equity Discrimination Harassment and Bullying Policy

We are committed to providing a safe and healthy working environment for our workers, ensuring they feel valued and respected. This policy is designed to prevent discrimination, harassment, bullying and victimisation and enable workers to carry out their work in a safe environment.

Occupational health and safety policies

Our workplace health and safety policies help ensure that our business complies with its legal obligations under relevant workplace health and safety legislation and proactively seeks to reduce the risk of workplace accidents.

New Supplier Induction Process

We follow the Landis+Gyr Group 'New Supplier Induction' (NSI) process for all new suppliers, which includes a rigorous process for vendor selection and management.

As part of the NSI process, the Landis+Gyr Group supply chain and quality teams carry out supplier due diligence before entering into any new supply arrangement with a new vendor. For tier-one

supplier of direct materials, this often involves supplier factory visits and supplier interviews by our quality control and procurement team. We also require new suppliers of direct materials to complete a detailed supplier questionnaire. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

Supplier Code of Conduct

Landis+Gyr uses the Supplier Code of Conduct agreements to define and agree the level of corporate social responsibility controls with its tier-one suppliers (being businesses that supply products or services directly to any Landis+Gyr Group entity). We require all tier-one suppliers of direct materials to sign up to the Landis+Gyr Code of Conduct for Suppliers. This code sets out onerous requirements relating to modern slavery compliance, environmental compliance, and fair employment standards, and a workplace free of harassment and unlawful discrimination. We require our suppliers to ensure that their suppliers and subcontractors also comply with the code. Failure to comply with the Code of Conduct for Suppliers may result in the Supplier's removal from the Landis+Gyr approved supplier base.

Tier-one supplier audit programme

On an annual basis, the Landis+Gyr Group supplier quality and procurement teams conduct detailed onsite audits of many of our tier-one suppliers, following a risk-based approach. Our supplier audit programme is rigorous and aligned with the Responsible Business Alliance (RBA) code of conduct requirements, which addresses and seeks to minimise the risks of modern slavery and human trafficking.

Tier-two suppliers

The Landis+Gyr Group takes a risk-based approach to management of modern slavery with tier-two suppliers (being the businesses that supply products or services to our tier-one suppliers). Over the course of the next year, we will continue to develop our strategy on how best to mitigate modern slavery risks with tier-two suppliers. We will also seek to identify which tier-two suppliers (based on risk profile) should be required to sign the Landis+Gyr Supplier Code of Conduct and undergo a Landis+Gyr supplier audit. The Landis+Gyr Group have already carried out several audits on tier-two suppliers to the gas and electricity metering business in China.

Green Procurement Requirements

Landis+Gyr actively strives to prevent the use of Conflict Minerals within our products and requires that its suppliers and partners share this objective. Landis+Gyr has adopted the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Suppliers are requested to design and implement a system for the thorough management of those materials, components and processes which may have negative environmental impact. A special focus lies on chemical substances in products, including the following actions:

- Establishment of a design approach to pursue resource sustainability (green design), for example: reduce material usage, design assemblies to be easily disassembled at end of life to maximise recyclability.

- Establishment of a system for identification and management of hazardous chemical substances in products.
- Procurement of parts, components, and materials with minimal environmental impacts, including a reduction in the use of hazardous chemical substances.

Supplier supply chain mapping

The Landis+Gyr Group supply chain and operational teams are in the process of refining the mapping of its suppliers based in countries with a higher risk of modern slavery or human trafficking. This mapping will help us assess the potential product or geographical risks associated with modern slavery and human trafficking.

Employee training plan

Landis+Gyr Group office-based employees are required to undertake mandatory Code of Conduct training on an annual basis.

Landis+Gyr Group employees, who are responsible for conducting onsite supplier audits, have received training against the RBA code of conduct sections. This has since been incorporated and deployed in the Landis+Gyr Group annual supplier auditing program.

Landis+Gyr Australian based senior management, human resources personnel and procurement / supply chain personnel members have also received training on Modern Slavery including risk identification and legal compliance with the Modern Slavery Act.

Over the course of the next year, we will identify additional bespoke training needs for staff working directly within supply chain, including the auditors of our supplier businesses. As part of our training plan, we will seek to raise employee awareness of modern slavery and human trafficking risks and issues, utilising the Landis+Gyr intranet as a key means of communication with staff members. We will also conduct compliance training for the Landis+Gyr Group Management Team and Board in the next financial year.

Approval

This statement is approved by the directors of Landis+Gyr Australia, and by the Landis+Gyr Group CEO and CFO.



Werner Lieberherr
CEO, Landis+Gyr AG



Elodie Cingari CFO,
Landis+Gyr AG

Date: 24 December 2020

Supplement dated 1 October 2021 to Modern Slavery Statement

The purpose of this Supplement is to confirm that this statement was approved by principal governing body (being the board of directors) of each of the 3 reporting entities, namely Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd and Landis & Gyr Pty Ltd. The board of directors of these 3 reporting entities approved this statement on 23 December 2020.

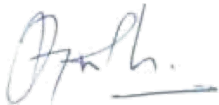
Signed by the following Responsible Members of the three reporting entities:



Stephen A Jeston

Position: Director of Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd and Landis & Gyr Pty Ltd
EVP Asia Pacific – Landis+Gyr

Date: 01 October 2021



Biswajyoti Lahiri

Position: Director Landis & Gyr Holdings Pty Ltd, Bayard Metering Pty Ltd and Landis & Gyr Pty Ltd
CFO Asia Pacific – Landis+Gyr

Date: 01 October 2021