



## ABB Ltd

# Modern Slavery Statement

This statement is issued pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 for the financial year ending December 31, 2023. The information in this statement has been approved by the Board of Directors of ABB Ltd. The scope of markets included in this statement covers our operations worldwide, including those of our direct and indirect subsidiaries.

### **About ABB**

ABB (ABBN: SIX Swiss Ex) is a technology leader in electrification and automation, enabling a more sustainable and resource-efficient future. The company's solutions connect engineering know-how and software to optimize how things are manufactured, moved, powered and operated. Building on more than 140 years of excellence, ABB's more than 105,000 employees are committed to driving innovations that address the world's energy challenges, transform industries, reduce emissions, preserve natural resources, promote social progress, and push the frontiers of technology.

ABB operates in more than 100 countries across three regions: Europe, the Americas, and Asia, Middle East and Africa. We are headquartered in Zurich, Switzerland.

ABB's 19 divisions are organized into four business areas: Electrification, Motion, Process Automation and Robotics & Discrete Automation. Our business areas complement each other and pursue opportunities to collaborate. In line with our decentralized operating model, our divisions are the highest operational level within ABB. ABB's E-mobility division, a global leader in electric vehicle charging solutions and formerly part of the Electrification business area, has since January 2023 been an independent business and a separate operating segment.

We are focused on creating superior customer value through our comprehensive, modular offering, combining traditional products and services with software-enabled products and systems as well as digital services and software that we sell both separately and combined as scalable solutions. Our advanced software is a key differentiation of our digital offering and about 55 percent of our approximately 7,500 employees in research and development are active in software development.

ABB serves three main customer segments: industry, transport and infrastructure and utilities. Approximately half of our revenues are derived from customers within the industrial segment where we serve production facilities and factories all around the world, from process industries such as oil and gas, pulp and paper, to discrete industries including automotive, food and beverage and consumer electronics. Demand for our electrification and automation offerings with embedded digital solutions increased as the energy crisis and tight labor markets served as a prominent reminder to companies of the importance of energy efficiency and flexibility in automated production.

Approximately one-third of our customers operate in the transport and infrastructure market. Our expertise provides efficient, reliable and sustainable solutions for these customers, with a focus on energy efficiency and reduced operating costs.

ABB delivers solutions mainly for power distributors and renewables customers, while continuing to serve conventional power generation customers with our control and automation solutions.

ABB has been present in Australia since the late 19<sup>th</sup> century. Today, we employ 625 people at nine sites in Sydney, Brisbane, Melbourne and Perth and have annual revenues of approximately AUD 0.6 billion.

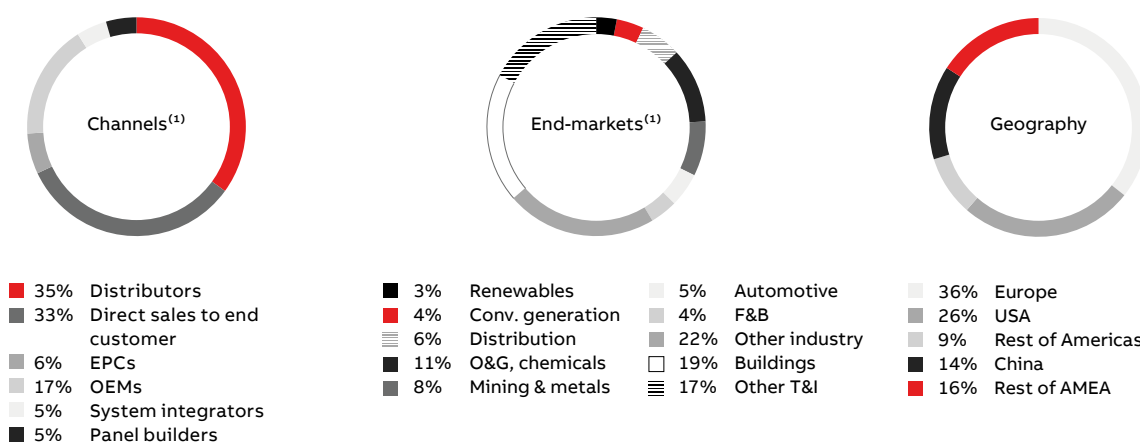
In Canada, where ABB’s history stretches back more than 100 years, we employ more than 3,100 people in our 29 locations across the country. Our local

headquarters are in Montreal and we have 15 manufacturing sites and 19 sales and service facilities. Our comprehensive range of products, systems and services for industrial, utility and infrastructure customers, generates approximately CAD 1.7 billion in annual revenues.

ABB in the UK is headquartered in Warrington, Cheshire, and employs 1,650 people at 22 locations nationwide. We sell around GBP 0.5 billion worth of innovative solutions, products and services annually to UK clients in a wide range of market sectors.

Due to rounding, numbers presented may not add up to 100. Renewables: renewable power sources, such as wind, solar and biomass. Conv. generation: conventional power sources, such as fossil fuels, nuclear and hydro generation. O&G: Oil and gas. F&B: Food and beverage. T&I: Transport and infrastructure. AMEA: Asia, Middle East and Africa.

**ABB Group revenues in 2023 by channels, end-markets<sup>(1)</sup> and geography**



**Company approach and principles**

At ABB, integrity and transparency define how we do business. They are the foundation of our Sustainability Agenda and underpin our value creation. ABB’s commitment to responsible business practices includes respecting and promoting the dignity and human rights of all people, as expressed in the International Bill of Human Rights. We adhere to international frameworks to identify human rights risks and potential impacts as well as to implement appropriate measures to mitigate adverse impacts. These frameworks and tools include:

- ILO Core Labour Conventions
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- UN Convention on the Rights of the Child
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Ten Principles of the UN Global Compact (UNGC)

- UNICEF’s Children’s Rights and Business Principles
- The Voluntary Principles on Security and Human Rights

Respect for the dignity of the individual and for each individual’s human rights form the basis of the behaviors we expect of every individual who works for us, either as an ABB employee or indirectly through our supply chain. We do not tolerate any form of discrimination, harassment or bullying within ABB or its supply chain. To this end, we require all our managers to implement processes designed to ensure equality of opportunity and inclusion for all ABB employees as well as for individuals employed in our supply chain. These include requiring suppliers to take measures to avoid any form of child labor or forced, bonded or compulsory labor (or any other form of modern slavery or human trafficking).

Recognizing the extremely complex nature of modern slavery, we continue to emphasize the importance of collaboration and learning from others. We engage with human rights NGOs and are

1. Management estimates

long-standing and active members of the Global Business Initiative on Human Rights and the UN Global Compact.

### Codes and policies

Our commitment to respect and promote human rights and labor standards is underpinned by a range of policies and processes aimed at preventing child or forced labor within our operations and our value chain. These include the [ABB Code of Conduct](#), our [Human Rights Policy and Due Diligence Framework](#), the [ABB Supplier Code of Conduct](#), the [ABB Policy on Conflict Minerals](#), our supply chain and contractor questionnaires, as well as internal policies and guidelines.

These codes and policies clearly set forth our expectations for every individual who works for ABB or engages with us as a business partner or through our supply chain. Every employee is responsible for ensuring that their own conduct and the conduct of anyone reporting to them is fully compliant with applicable laws, the ABB Code of Conduct and all company policies.

In 2023, we issued an updated Code of Conduct under the tagline “We speak the same Code”. The update addressed the key operational integrity risks of Anti-Bribery & Anti-Corruption (ABAC) as well as workplace behavior issues reported in 2022.

In December 2023, following consultations with internal and external stakeholders and subject matter experts, we updated our Human Rights Policy to better reflect our stakeholders’ expectations and to ensure compliance with international frameworks and recent legislation. This update included a review of our Human Rights Due Diligence (HRDD) Framework and salient human rights risks, which are now described in our expanded Human Rights Policy and Due Diligence Framework.

Our Supplier Code of Conduct was also updated in 2023 along with an implementation guide that provides suppliers with hands-on advice on how to fulfill ABB’s requirements. The updated Supplier Code addresses the latest changes in regulatory requirements and aligns with international human rights and environmental guidance and conventions. It also takes account of stakeholder expectations and emphasizes the role of suppliers in preventing and mitigating sustainability risks, especially when it comes to upholding human rights. The Supplier Code is part of our procurement terms and conditions as well as our supplier qualification, development and evaluation requirements.

1. The definition of fair employment includes these previously identified salient issues: freedom of association and collective bargaining, and discrimination and harassment.

2. The definition of impact on communities and land rights includes this previously identified salient issue: contributing to conflict and use of force.

### Risk identification and assessment

Human rights criteria are part of the standard risk review process for screening major ABB projects, for pre-qualification and assessment work with ABB suppliers, and for examining potential mergers and acquisitions. We have also established a human rights self-assessment process for our own sites. We are continually evaluating and adjusting these processes to ensure they meet legal requirements as well as the expectations of ABB’s stakeholders.

In 2023, we continued our work to strengthen human rights risk management and mitigation processes, with each of our business areas undertaking reviews of our salient human rights risks and Human Rights Due Diligence (HRDD) Framework.

The reviews involved wide consultations with a range of internal stakeholders and subject-matter experts, as well as desktop research. The reviews were based on the methodology used for our Group level review in 2022 and were conducted according to the requirements of the UNGPs.

The scope of our human rights risk assessment included the 12 salient human rights issues identified during the 2022 analysis and all internationally recognized human rights, as per the Universal Declaration of Human Rights. Our four business areas identified the human rights risks for each element on their full value chains, considering all potentially affected people. Each business area consolidated its findings to assemble a high-level human rights risk map, then prioritized risks according to their severity and likelihood, enabling us to define a risk matrix, with salient human rights issues identified at the business area level. Human rights risks identified by internal and external stakeholders as part of ABB’s double materiality assessment were also incorporated into the analysis.

As a result of this work, we updated our salient human rights issues as follows:

- Child labor
- Corruption and bribery
- Environmental issues impacting human rights
- Fair employment<sup>(1)</sup>
- Health and safety
- Human trafficking and modern slavery
- Impact on communities and land rights<sup>(2)</sup>
- Information security and data privacy

To review our HRDD Framework, business area teams assessed the implementation status of its six core elements (policy commitment, risk and impact

assessment, risk-based measures, embeddedness, tracking and communication, and grievance and remedy), assigning them scores for 31 criteria.

This work allowed us to update and document a consolidated HRDD Framework for the Group and to identify opportunities for improvement in our human rights management processes. The resulting roadmap for improvement has a strong focus on communication, engagement and capacity building, both within ABB and along our value chain, to build broader understanding of salient risks and our mitigation actions. We are also strengthening risk identification and management processes as well as performance monitoring. We will conduct annual reviews of our improvement plans to assess their effectiveness.

In 2023, we continued to reinforce our risk screening process for major projects. In the coming year, we plan to simplify this process to enhance effectiveness and to pilot human rights risk screening processes for small projects. We also continued our program for conducting human rights self-assessments at selected ABB sites. In total, 78 sites in 39 countries undertook the assessments in 2023, for a total of 186 assessments in 47 countries in the period 2021–2023.

ABB reporting and allegation management processes are available to internal and external stakeholders to address any potential violations of ABB’s Code of Conduct or other ABB policies, as well as applicable laws, including matters relating to human rights. We offer multiple channels for our stakeholders to report integrity violations and non-compliance with our Code of Conduct. Confidential reporting processes are available for both employees and our broader community of stakeholders, including options for anonymous reporting. All reports are subject to appropriate investigation and are brought to full closure using systematic processes and tracking systems so that due process is followed across our internal investigations.

In case of any violation of human rights or our Code of Conduct, we take steps to ensure adequate remediation and consequences in line with applicable laws and contracts. ABB’s commitments to providing access to grievance and remedy processes are described in our Human Rights Policy and Due Diligence Framework and on our website under “[Reporting channels](#)”.

In 2023, we did not receive any reports of child labor or threats to freedom of association with respect to

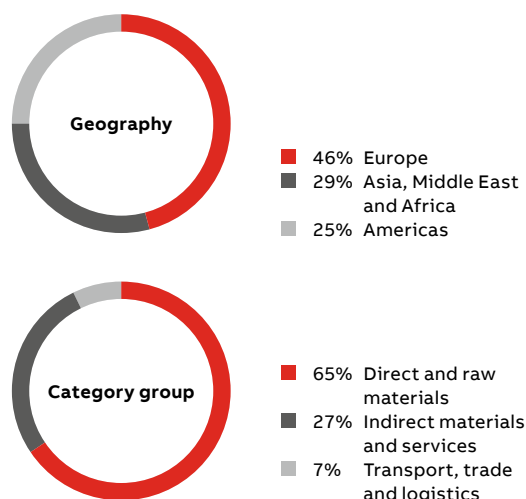
ABB employees. Two cases of attempted forced labor were reported by ABB service employees related to their treatment by customers. These cases were resolved satisfactorily following intervention by appropriate management and customer commitment to respect ABB’s policies regarding working conditions. During the year, we did not receive any reports of concerns regarding indigenous peoples’ rights, nor of negative impacts caused by security staff or third-party security providers.

**Supply chain**

With manufacturing operations on six continents, ABB has more than 60,000 direct material and service suppliers. We view these suppliers as an extension of our global enterprise and integral to our long-term success.

ABB purchases a variety of supplies and products which contain raw materials for use in our production and project execution processes. The primary materials used in our products, by weight, are copper, aluminum, steel, mineral oil and various plastics. We also purchase a wide variety of fabricated products, electronic components and systems. We operate a worldwide supply chain management network with employees dedicated to this function in our business areas, divisions and in key countries. Our supply chain operations consist of a number of teams, each focusing on different product categories. The global spend on materials and services in 2023 was USD 15.3 billion.

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Materials and services spend by:



Materials and services spend 2023: USD 15.3 billion  
Due to rounding, numbers presented may not add up to 100.

Building relationships with best-in-class suppliers is essential for our success. Consistent with ABB's purpose and values, we require our suppliers to work in a way that is ethically, socially, environmentally and economically responsible. What this means in practice is outlined in our Supplier Code of Conduct and the companion implementation guide.

The ABB Supplier Code of Conduct, published in multiple languages, communicates our expectations and performance standards to existing and potential business partners. Adhering to it is part of ABB's procurement terms and conditions and therefore a contractual obligation for our suppliers. As part of the update to the Supplier Code in 2023, we substantially revised the section on "Human rights and decent work" to help in preventing human rights violations in our supply chain. Among other revisions, we added more specific requirements regarding modern slavery, discrimination and diversity, as well as the rights of local communities and vulnerable groups.

Our Sustainable Supply Base Management (SSBM) program, which addresses sustainability topics and performance at each stage of the supplier life cycle, forms part of our "Beyond Audit" initiative. The SSBM program integrates sustainability principles comprehensively into ABB's supplier selection and qualification processes. Through the SSBM program, we address issues in six main categories: general management, labor rights, social benefits, health, safety and the environment. The approach is backed by risk-based monitoring that covers a broad range of suppliers and incorporates Group-wide standards and targets.

Under the SSBM program, new suppliers must complete a self-assessment that incorporates questions on how they manage issues such as labor and human rights, the environment, health and safety, and integrity, as well as how they manage their own supply chains. Depending on the results, further due diligence is carried out. In 2023, we simplified the overall supplier onboarding process, resulting in reduced lead times.

Also in 2023, we updated our risk management review process and implemented a new tool that assesses country risk for a range of issues such as child labor, forced labor, freedom of association, adverse effects due to environmental changes, land rights and abuse of force by private or public security forces, among others. We also reviewed our portfolio of sourced materials and parts and have updated our commodity risk matrix.

To prevent or further mitigate potential negative impacts and risks related to our supply chain, in 2023 we continued to enhance the SSBM program and updated our audit procedures to include temporary labor providers. Upon carrying out audits in one pilot country in 2023, we found evidence that local labor laws were not being observed. Resolution of these cases is still pending as we work with the suppliers to remediate the problems. In 2024, we plan to expand these assessments of temporary labor providers to other countries that form part of our list of focus countries.<sup>(1)</sup>

In 2023, we assessed 118 suppliers at their sites, with 42 percent of our high-risk supply spend in focus countries covered by the SSBM program by year end, putting us on track to reach our 2025 target of 80 percent coverage. During the year we also closed 88 percent of identified risks, significantly above our target of 75 percent.

While the focus of our supplier development process is on working with suppliers to improve their performance, there are also consequences for suppliers who are unwilling to align their performance standards with our requirements. In 2023, ABB terminated business with seven suppliers due to unsatisfactory progress on their respective corrective action plans.

In 2023, our engagement with stakeholders at internal awareness training sessions on human rights and labor rights brought to light additional concerns related to temporary laborers at certain ABB sites. We are still working to resolve these cases.

### Conflict minerals

Responsibly sourcing conflict minerals and other minerals of interest is part of our responsible sourcing commitment. This is also reflected in our ABB Policy on Conflict Minerals. We have established a "Conflict Minerals Program" based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas, and other international standards. Within this program, ABB continues its work to understand and limit its exposure to conflict minerals (tantalum, tin, tungsten and gold, or "3TG"), as defined by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and EU Directive 2017/821. We request information from our suppliers on the source of these minerals and work with them to avoid sourcing from smelters or refiners (SORs) in the covered countries (the Democratic Republic of the Congo and neighboring countries) and conflict-affected and high-risk areas (CAHRAs), other than those that have implemented OECD-aligned programs.

1. Current focus countries are Argentina, Brazil, Bulgaria, China, Colombia, India, Indonesia, Malaysia, Mexico, Peru, Poland, Saudi Arabia, South Africa, Thailand, Türkiye and Vietnam.

We continue to participate in smelter and refinery outreach efforts through the Responsible Minerals Initiative (RMI) and its member companies. The RMI, of which ABB is a member, is an organization working to address responsible mineral sourcing issues in the supply chain. In 2023, ABB led the RMI outreach to tin smelters in Indonesia to have them undergo the RMI's Responsible Minerals Assurance Process (RMAP).

In addition to carefully tracking our sources for tantalum, tin, tungsten and gold, in 2023, we expanded our survey to cover the use of other minerals in ABB products. Using the Extended Minerals Reporting Template developed by the RMI, we identified pinch points and conducted due diligence on our cobalt supply chains. As we continue to expand our due diligence on other minerals, we will begin to survey our suppliers' use of mica in 2024.

### **Training**

ABB conducts an extensive capacity-building program, targeting both management and functional roles, to raise awareness of human rights at all levels of our organization and to embed human rights considerations in our day-to-day business processes.

Awareness training consists of both an e-learning module available to all ABB employees and a more detailed session targeted at management. In 2023, 4,412 employees completed the general human rights e-learning course.

We also deliver customized programs for three specific job roles exposed to human rights risks – marketing & sales, procurement and operations. In 2023, a further 108 managers received general human rights awareness training via interactive sessions while 162 marketing & sales managers, 172 operations managers and 564 procurement managers received targeted human rights training.

In 2023, human rights and security was an increasing area of focus, with 100 percent of ABB's security managers undergoing training on ABB's HRDD processes and their application to our commitments to the Voluntary Principles on Security and Human Rights.

ABB also maintains a network of Human Rights Champions, trained to deliver awareness training for their colleagues and to provide advice to our businesses on how to identify, mitigate and avoid human rights risks. During the year, we trained an additional 43 champions and maintained engagement activities of the Human Rights Champions Network via regular network calls.

In 2023, we trained 959 ABB employees and 95 suppliers on applying the principles of ABB's Supplier Code of Conduct, including providing ABB personnel with training sessions on the updated Supplier Code and implementation guide. Training for our suppliers on these updates will start in Q1 2024. In-depth training on modern slavery, child labor and other Supplier Code-related topics will be provided to both ABB personnel and suppliers in 2024.

### **Engaging stakeholders**

Staying in close contact with our stakeholders on labor and human rights issues is critical to performing at a high level and maintaining our social license to operate.

ABB speaks to and works with a wide variety of stakeholders, including customers, investors, suppliers, civil society representatives and international organizations to understand their expectations and improve performance.

Our Group also engages with and learns from human rights specialists. These activities include peer learning reviews in the Global Business Initiative on Human Rights, lessons drawn from the annual United Nations stakeholder forum in Geneva, the World Business Council for Sustainable Development (WBCSD) and participation in local network meetings of the UN Global Compact. Our Conflict Minerals team works with the Responsible Minerals Initiative (RMI) and is directly involved in outreach to smelters and refiners.

During 2023, we engaged with a wide range of internal and external stakeholders as part of the business area risk assessment processes and the development of our updated Supplier Code of Conduct and Human Rights Policy and Due Diligence Framework. At the local level, we organized several supplier day events that spotlighted the importance of responsible sourcing and provided suppliers with an opportunity to share good practices with each other. ABB also led the RMI outreach to tin smelters in Indonesia to assist them to undertake the RMI's Responsible Minerals Assurance Process.

### **Assessing effectiveness**

Our human rights programs are proving effective in several ways. As more employees are trained in human rights and labor standards, they are sending our Human Rights Champions specific suggestions for improving human rights considerations and proposing new processes to upgrade due diligence procedures, as well as volunteering to pilot those new processes.

Our growing internal awareness of human rights and labor standards has also enabled us to identify concerns related to temporary laborers. In one case, the ABB training session we conducted alerted a group of temporary laborers that their employer was not observing local labor laws with respect to timely payment of wages. In another case, our training program resulted in reports of third-party laborers not receiving appropriate annual leave from their employers. Action is under way to resolve these cases and ensure appropriate remediation is provided to the workers. These cases demonstrate how our training and due diligence processes can inform and inspire real improvements in people's lives.

In our Sustainable Supply Base Management program, we use the reduction of risk as a key indicator of effectiveness and report on this annually in our Sustainability Report. Additionally, to better focus our supplier development activities on relevant supplier needs, ABB periodically reviews the gaps identified during supplier assessments and identifies

the most common non-compliances. We also review the results of repeat assessments at suppliers to understand the frequency of recurring non-compliances. The results of these analyses are used to reinforce our supplier and employee training programs.

ABB has been on its human rights journey for many years. We have numerous building blocks in place to address the risks of modern slavery and forced labor, such as our Code of Conduct, Human Rights Policy and Due Diligence Framework and Supplier Code of Conduct, criteria embedded in decision-making processes and extensive training programs, all of which are helping us to deliver on our commitment to human rights. Recognizing the extremely complex nature of human rights, we will continue to emphasize the importance of collaboration and learning from others, including peer learning reviews in the Global Business Initiative on Human Rights and lessons drawn from the annual United Nations stakeholder forum in Geneva.



**Peter Voser**  
Chairman of the Board

February 23, 2024

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## Annex

Australian, Canadian and UK entities in scope of this Statement:

### **Australia**

- ABB Australia Pty Limited

### **Canada**

- ABB Electrification Canada Inc.
- ABB Inc.

### **UK**

- ABB Cable Management Products Limited
- ABB E-Mobility UK Limited
- ABB Holdings Limited
- ABB Installation Products Limited
- ABB Limited
- B & R Industrial Automation Limited
- W.J. Furse & Co. Limited