

Modern Slavery Act

Statement for Financial Year 2024

This statement is made pursuant to s.54 of the Modern Slavery Act 2015.

It sets out the steps that DMG MORI has undertaken - and are continuing to take - to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This includes especially DMG MORI UK LIMITED as part of the DMG MORI Group of companies (DMG MORI).

Modern slavery encompasses slavery, servitude, human trafficking and forced labor. We have a zero tolerance approach to any form of modern slavery. DMG MORI is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

OUR ORGANIZATION

DMG MORI is a leading global manufacturer of high-precision machine tools and is represented in 44 countries – with 124 sales and service locations, including 17 production plants.

In the “Global One Company”, more than 13,500 employees are driving the development of holistic solutions in the manufacturing industry. Under the guiding principle of Machining Transformation (MX), DMG MORI combines four pillars for the efficient, sustainable production of the future: Process Integration, Automation, Digital Transformation (DX) and Green Transformation (GX).

DMG MORI stands for innovation, quality and precision. Our portfolio covers sustainable manufacturing solutions based on the technologies Turning, Milling, Grinding, Boring as well as Ultrasonic, Lasertec and Additive Manufacturing. With technology integration, end-to-end automation and digitization solutions we make it possible to increase productivity and resource efficiency at the same time.

At our production sites, we implement holistic turnkey solutions for the main sectors of aviation & space, automotive & e-mobility, die & mold, medical and semiconductor. With the DMG MORI Qualified Products (DMQP) partner program, we offer perfectly matched peripheral products from a single source. Our customer-oriented services cover the entire life cycle of a machine tool – including training, repair, maintenance and spare parts service.

OUR POLICIES AND PROCEDURES

DMG MORI operates a number of internal policies and procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

- [Policy Statement](#) regarding human rights and the environment
- [Code of Conduct](#) – The Code of Conduct forms the basis for dealing with all DMG MORI's stakeholders and sets out targets and rules that reflect our undertaking to act in a responsible, ethically impeccable and lawful way.
- German [Corporate Governance Report](#) and [Corporate Governance Declaration](#) give an insight to some of the most relevant governance indicators at DMG MORI.
- [Sustainability Report](#) (integrated in the Annual Report)– The Report covers – without being limited to – human rights including child and forced labour.
- DMG MORI operates an **Anti-Slavery and Human Trafficking policy** for DMG MORI UK **in accordance with the UK Modern Slavery Act** - This sets out the DMG Mori UK position on opposing Modern Slavery and Human Trafficking as part of DMG MORI's worldwide business and supply chain. Furthermore, DMG MORI operates a group-wide human rights and working conditions guideline, as well.
- Recruitment – inter alia, DMG MORI has a structured, digital and group-wide approval process.
- Whistleblowing – DMG MORI ensures that all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Our employees, business partners as well as all other third parties can raise concerns inter alia via our [global Compliance Helpline](#).
- [Rules of Procedure and Whistleblowing FAQ](#) – DMG MORI does not tolerate any retaliatory actions directed against whistleblowers. To increase transparency and trust in the whistleblowing system, we have published our rules of procedures as well as an FAQ for all internal and external stakeholders.
- Responsibility Risk-Assessment for all operative DMG MORI entities – The assessment covers the probability of occurrence and the extent of damage in the areas of compliance and sustainability for key scenarios, including human rights.

- Human Rights Impact Assessment – DMG MORI also carries out a “Human Rights Impact Assessment” based on the UN Guiding Principles on Business and Human Rights – for our internal processes and those of our suppliers. In the process, we identify and assess country- and sector-specific human rights risks in order to derive targeted measures for further risk prevention.
- Commitment to diversity: We support an appreciative and unprejudiced organizational culture. We have voluntarily committed ourselves to this by signing the German Diversity Charter.

OUR SUPPLIERS

DMG MORI expects its suppliers to support and implement our commitment to sustainability and in turn to pass on these requirements along their entire supply chain. Our sustainability requirements are uniformly integrated into the purchasing and supplier organization via the digital platforms SAP Ariba and Integrity Next.

Registration on our SAP Ariba purchasing platform is a prerequisite for participating in tenders. In this process, (potential) suppliers confirm compliance with the company’s basic ethical and fundamental requirements, such as human rights and environmental protection as well as the rejection of forced and child labor. Of particular relevance here are the active suppliers for our core machine tool and service business, with whom we have been working for at least two years. All of these suppliers – i.e. 4,854 – are actively involved in “Integrity Next” monitoring.

In order to measure the sustainability performance of our suppliers, we conduct an assessment via the “Integrity Next” platform. Digital questionnaires are used to obtain information about suppliers in order to make potential risk factors transparent, to check sustainability issues such as quality, environmental standards and social requirements, and to ensure compliance with regulatory requirements.

To evaluate current suppliers, we additionally use the *RISKMETHODS* early warning system, which provides real-time insights into risks related to creditworthiness, delivery performance, and sustainability, including violations of labor practices and human rights. Identified potential risks are examined in detail and used to define corrective measures or improve supplier performance.

In the event of confirmed violations, DMG MORI has a structured escalation model: it includes deadlines for remedial action, development of action plans, possible temporary suspension of the business relationship, and ultimately, termination by decision of the Chief Purchasing Officer, if necessary.

Our supplier due diligence and supply chain management is further explained in our [Sustainability Report](#). Our current business partners (including suppliers) are checked against Sanction Lists on a regular basis and further investigation is carried out if required.

TRAINING

Every employee at DMG MORI is required to complete our e-Learning training course “Compliance Basics”. This course is essentially based on our Code of Conduct and includes slavery and human rights aspects (completion rate 31.12.2024: 90% of employees registered – excluding production staff).

The Compliance department also includes anti-slavery and human rights aspects in their training for all Managing Directors.

For further information about our training concept as well as further information in general please see our [Sustainability Report](#).

This statement was approved by the Chief Executive Officer of DMG MORI AKTIENGESELLSCHAFT and the Managing Director of DMG MORI UK LIMITED July 2025



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