

Annual Statement on the UK Modern Slavery Act 2015

UK Modern Slavery Act Statement

PanzerGlass A/S (“PanzerGlass” or the “Firm”) is pleased to issue this modern slavery and human trafficking statement in compliance with Section 54 of the United Kingdom’s Modern Slavery Act 2015 and to reflect the Firm’s support of human rights worldwide. The statement is issued for the Firm fiscal year that ended December 31, 2018. Although subject to review annually, the statement will also apply to subsequent fiscal years unless and until withdrawn, superseded, or modified by the Firm.

Firm

PanzerGlass is a limited liability company organized under the laws of Denmark. The Firm is engaged in manufacturing and selling of screen protection and accessories to mobile devices. PanzerGlass has regional and local offices around the world including Denmark, Germany, Hong Kong, China, Australia, South Africa, Dubai, Brazil, and the United States. Our customers include distributors, operators, retailers, and large B2B- and public accounts.

Supply Chain

The Firm’s product supply chain consists primarily of top tier Asian suppliers of raw materials, components, and assembly services that are involved in the production of screen protectors. Our production is located in China. Additional parties in our supply chain include regular business services such as law firms, accountants, and IT consultants. In any case, we only contract with suppliers of good and reputable name.

Identification of Modern Slavery and Human Trafficking Risks

The Firm believes that the risks of modern slavery and human trafficking practices within its business are medium. The Firm’s business involves suppliers located in China which often use low-skilled labour in the production and handling of raw materials, components, and finished goods. The Firm acknowledges that, in general, the location of its production may carry above average risks of violations of modern slavery and human trafficking.

The Firm believes that the risks of modern slavery and human trafficking violations within its supply chain are low. The Firm contracts with top tier suppliers that adhere to modern working conditions and standards. The suppliers know that they must adhere to such standard if they want to deal with Western customers. Furthermore, our suppliers are subject to regular third-party audits from us and their other customers which minimize the risk of violations.

Policy, Detection, and Deterrence

Our suppliers are required to sign and adhere to our Code of Conduct, which is based on the 10 Principles of the UN's Global Compact and includes the UK Modern Slavery Legislation. Our internal compliance process includes:

- Suppliers signs our Code of Conduct promising to live up to the standard set forth
- We clearly communicate our zero-tolerance stance on modern slavery and human trafficking
- We continuously monitor and mitigate the risk of violations occurring in our supply chain
- We conduct independent third-party audits of production facilities to ensure compliance with our standards

Approval

We are committed to monitor both the internal compliance and the compliance of our suppliers in relation to Modern Slavery and Human Trafficking. Where any concerns are raised, these are reported to our Supply Chain Manager, EVP of Operations, Head of Global HR, and ultimately our CEO.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2018.

On behalf of the Firm, the undersigned Chief Executive of the Firm has approved and issued the foregoing statement as of the 29th day of March 2019 and has instructed that it be posted on the Firm's website.