Schindler Group
Modern Slavery Statement 2025

We Elevate

Schindler

Modern Slavery Statement 2025

The Modern Slavery Statement 2025 of Schindler Group ("Schindler" or the "Group," comprising Schindler Holding Ltd. and its subsidiaries falling in the consolidation scope applied for the Group's consolidated financial reporting) contains the information required by 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. Information disclosed in this statement covers the period from January 1, 2025, to December 31, 2025, unless otherwise specified.

The process to prepare and draft this statement was led and coordinated by Schindler's Global Sustainability Office in collaboration with relevant Group functions and the Schindler entities in scope in the UK, Canada and Australia.

Consultation participants included representatives from (as applicable): Global Legal and Compliance, Procurement / Supply Chain, local Compliance Officers / legal counsels, and responsible managers in the UK, Australia, and Canada.

Our shared commitment

Organizational structure, operations, activities and supply chains

Structure, operations and activities

Schindler is a supplier of elevators, escalators, and moving walks, and offers mobility solutions across the entire life cycle of a unit – from planning and production to installation, maintenance, repairs, modernization, and decommissioning. Moreover, Schindler's PORT technology optimizes traffic flow through buildings and infrastructure networks by reducing waiting times and congestion. Schindler Ahead is the Group's digital service that connects customers, users, and service technicians with equipment and improves uptime by detecting problems before they occur. It complements the maintenance service contract. Schindler operates, directly or through distributors, in more than 100 countries around the globe.

Schindler aims to enhance the quality of life in urban environments by providing the best mobility solutions across buildings. In the field of new installations, Schindler provides mobility solutions with elevators, escalators, and moving walks, whereas in the field of modernization Schindler offers replacement and transformation solutions for existing installations. Maintenance services are rendered for the full range of elevator, escalator, and moving walk installations of Schindler's own and third-party brands. The repair business includes a wide range of repair services for such installations. Occasionally, Schindler also offers maintenance and repair services for home lifts, dumbwaiters, moving platforms, chairlifts, and automatic doors.

Schindler has production sites located in eight countries, where production and final assembly take place. None of them are located in the Schindler entities in the UK, Canada and Australia. The operations of the Schindler entities in scope in the UK, Canada and Australia cover planning, installation, maintenance, repairs, modernization, and decommissioning of elevators, escalators and moving walks. Schindler Australia has direct business operations in Australia. The local headquarters are in Sydney, with sales and service operations at 9 sites across Australia. Schindler Elevator Corporation in Canada is headquartered in Toronto, Ontario with operations at 10 branch locations across Canada, Schindler UK is headquartered in Addlestone with operations across 6 branch locations in the UK.

Supply chains

Schindler engages with a global network of over 43 000 suppliers, including sub-contractors. Our supply chain includes providers of component parts, raw, semi-finished and finished materials for our mobility products and mobility solutions, and services including maintenance, repairs, and modernization. Schindler purchases production materials from over 9 400 suppliers at a total cost of over CHF 1 848 million. In addition to production materials, Schindler sources a broad range of non-production (indirect) materials and services, such as installation services, logistics, spare parts, professional and office services, fleet, travel, and capital expenditures from its wider global supplier network.

Policies in relation to modern slavery, forced labor and child labor

Schindler's commitment to respect and protect human rights is guided by established policies and procedures that help manage potential and actual human rights risks and impacts, including modern slavery. These key policies are presented collectively in this section.
Schindler implements its policies through various means, including binding rules for the entire Group, issuance of directions and clarifications, setting of clear targets, and consistent internal communication. Adherence to the internal rules is audited regularly by Schindler's internal compliance teams. Sanctions apply in case of breaches. Local laws prevail in case of a conflict with Schindler policies.

Code of Conduct
Schindler's Code of Conduct, launched in 1997, requires its employees around the world to maintain the highest standards of professional and personal conduct in their relationships with customers, fellow employees, suppliers, competitors, governments, and communities. Every employee is required to sign it. The Schindler Code of Conduct and the guidelines promulgated thereunder comprise rules for fair and respectful business conduct, based on the applicable legal system, on internal rules, as well as on general principles of ethical and moral conduct. Schindler monitors adherence to its Code of Conduct and imposes sanctions for any violations.

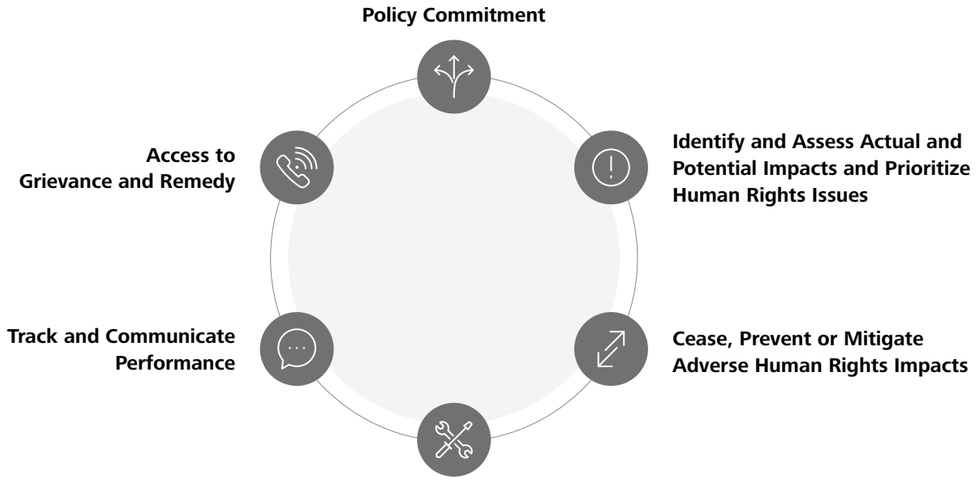
Human Rights Policy
Schindler recognizes that business wherever it operates may potentially have an impact on human rights through its own operations or through business relationships along the value chain.
Through its Human Rights Policy, Schindler aspires to lead by example in respecting and protecting human rights by adopting responsible business practices in line with internationally recognized human rights standards. It is informed by internationally recognized human rights and labor standards, including the United Nation's Guiding Principles on Business and Human Rights (UNGPs).

Responsible Sourcing Policy
Schindler's Responsible Sourcing Policy is founded on Schindler's Code of Conduct and on internationally recognized guidelines, such as the principles of the United Nations Global Compact, the International Labour Organization (ILO) conventions, the ISO management standards, and other issue-specific standards.
The Responsible Sourcing Policy establishes the guidelines for integrating environmental, social, and ethical considerations into supplier relationships, with the goal of aligning suppliers with Schindler's standards and international principles. It aims to promote responsible practices across the supply chain by requiring suppliers to adhere to the applicable laws and conventions on human rights, labor standards, and environmental protection.

Speak-Up Guideline
Schindler's Speak-Up Guideline (for all employees) and Concern Handling Guideline (for compliance officers handling concerns) support employees and third parties who share concerns related to Schindler in good faith and help to ensure that concerns are handled in compliance with applicable laws, e.g. laws implementing the EU Whistleblower Directive.

Risk management processes in place to assess and address risk

Human Rights Due Diligence (HRDD) process
Schindler is committed to aligning its HRDD framework with the UNGPs. We conduct HRDD throughout the business to proactively and continuously take steps to identify, assess, cease, prevent or mitigate actual or potential human rights risks and impacts.
Our HRDD framework follows these six steps as required by the OECD Guidelines for Multinational Enterprises on the basis of the UNGPs:



Identifying and assessing risks
Poverty, geopolitical instability, and demographic changes are among the root causes of child labor, forced labor, and other modern slavery-like practices. In that respect, as Schindler is operating in more than 100 countries, including developing markets, a potential risk of child and forced labor and other modern slavery-like practices cannot be fully excluded in some parts of the value chain.

In order to assess actual and potential human rights impacts, Schindler regularly conducts a systematic human rights risk assessment and identifies its salient human rights issues in line with the UNGPs. The following key elements are considered while assessing the severity and prioritizing the human rights issues:

– Scope: considering the company's own operations and the entire upstream and downstream value chain;
– Risk to people: Assessing the risks and impacts from the point of view of the potentially affected groups (rightsholders);
– Human rights focus: considering all internationally recognized human rights;
– Sources of information: using relevant internal and external sources and consulting human rights experts;
– Prioritization: identifying salient human rights issues considering the severity (scale, scope, and possibility of timely remedial action) of an impact.

Schindler does not attribute more importance to one human right over another. For the practical implementation of its human rights commitment, Schindler prioritizes (in alphabetical order) the following issues, to the extent they may have adverse human rights impacts, that are most salient to the business according to their scale, scope and remediability:

– Child labor
– Corruption issues
– Employment practices (including fair remuneration)
– Forced labor (e.g., migrant workers)
– Freedom of association & collective bargaining
– Occupational Health & Safety (OHS)
– Product safety issues

Since 2024, Schindler has implemented a dedicated questionnaire, completed annually by the Group companies and production sites, to identify the potential presence of child labor and assess the conditions of young workers. In 2025, 100% of the Group companies and production sites have completed the questionnaire. The 2025 risk assessment efforts did not reveal any grounds for suspicion of child labor, neither in the Group's own operations nor in its supply chain. Moreover, no cases of modern slavery were identified in the Group's operations or value chain.

Another important priority is the identification and assessment of human rights risks related to subcontractors. In 2024, Schindler developed a systematic methodology and comprehensive five-step program to address human rights risks related to subcontractors. In 2025, Schindler's third-party human rights assessment program, whose methodology is aligned with the UNGPs, entered its implementation phase in selected countries and is set to expand to additional regions in the coming years.

Due diligence processes and remediation measures

Actions to address risks in operations and supply Chain

Based on the human rights risks and impacts identified and in a continued dialogue with internal and external stakeholders, Schindler defines and implements appropriate measures to cease, prevent, or mitigate adverse human rights impacts across the value chain. Since 2023, Schindler has invested considerably in developing a human rights governance framework with multiple elements, from self-assessments, spot checks and on-site visits, to impact assessments. Schindler also has customary processes to assess supplier risks. Such risks are assessed when evaluating and selecting suppliers, and, depending on the relevance of the supplier for Schindler's business, during the term of the supply relationship.

Schindler has been using the EcoVadis platform since 2018 to evaluate key suppliers on criteria such as environmental practices, labor and human rights, ethics, and sustainable procurement. At the end of 2025, suppliers representing 86% of Schindler's production materials factory spend and 60% of Schindler's non-production materials and services (excluding subcontractors) were assessed using the EcoVadis platform.

In addition to Schindler's global risk management and due diligence processes, local Group entities have established risk-based measures to further enhance their due diligence. Examples include:

In Australia, Schindler has:
– Defined a vendor management process for vendor onboarding and risk assessment,
– Created a customized Modern Slavery Risk Mitigation Program including due diligence surveys for targeted suppliers to assess for potential risk indicators of modern slavery.
– Provided a communication bundle for customers sharing the Schindler approach to modern slavery.

In Canada, Schindler prequalifies its suppliers before doing business with them to ensure the integrity of the parties with whom Schindler in Canada does business.

In the UK, Schindler:
– Requires suppliers and subcontractors to complete modern slavery questionnaires, confirm compliance with UK labor laws, and provide right-to-work evidence.
– Embeds contractual controls, including modern slavery clauses, audit rights, termination provisions, and obligations to cascade Schindler's standards to subcontractors.

Access to grievance and remedy

Schindler promotes a speak-up culture, encouraging employees to report concerns related to potential violations of applicable laws, regulations, and the Schindler Code of Conduct, without fear of retaliation. Concerns can be made known via various channels, including through the Schindler Speak-Up Line (https://schindler.integrityline.com)

The Speak-Up Line allows reporting of concerns locally or at Group level and is available to internal and external stakeholders. It allows anonymous reporting by Schindler employees and third parties at any time, in any language, in written or audio format. All reports are treated with the utmost confidentiality. In addition, employees can speak up directly to compliance officers, and certain Group companies feature additional speak-up channels, depending on the local situation.

When adverse human rights impacts are uncovered due to Schindler business activities or from linkages to its operations, the company is committed to taking timely and transparent action to remediate in a fair and equitable manner in line with the UNGPs. Where Schindler finds impacts directly linked to its business relationships, it will use its influence to encourage suppliers and business partners to respect human rights, whether through collaboration and support, corrective action plans, or termination of the business relationship on a case-by-case basis.

Training on modern slavery, forced labor and child labor

In 2025, engagement and communication efforts were further expanded to raise awareness of human rights, both online – via a dedicated intranet page – and in person at selected Group companies. The human rights training module, launched in 28 languages for office-based employees in 2024, was extended to field employees in 2025. In the reporting year, more than 17’500 office-based and more than 25’500 field employees completed the human rights training module.

Schindler further strengthened its HRDD capacity through engagement with peers in the UN Global Compact (UNGC) and World Business Council for Sustainable Development. Schindler’s Global Human Rights Office has been actively participating in the UNGC’s HRDD Exchange Group, a peer learning network that enables members to share challenges, discuss emerging risks, and exchange leading practices to enhance their due diligence processes.

Monitoring effectiveness

The implementation of measures to address human rights risks and impacts is tracked based on appropriate qualitative and quantitative indicators and feedback from relevant internal and external stakeholders, which is used to inform continuous improvement and ensure the effectiveness of Schindler’s HRDD framework. Where possible, Schindler strives to measure the impact of its actions on the human rights of potentially affected people. In addition to these group-wide indicators, local Group entities may define and monitor supplementary jurisdiction-specific indicators, provided these remain consistent with Schindler’s overall HRDD framework and reporting approach as well as applicable laws.

Schindler communicates the results, progress and further actions of the HRDD framework annually in its Nonfinancial Report (https://group.schindler.com/en/responsibility/policies-and-reports.html).

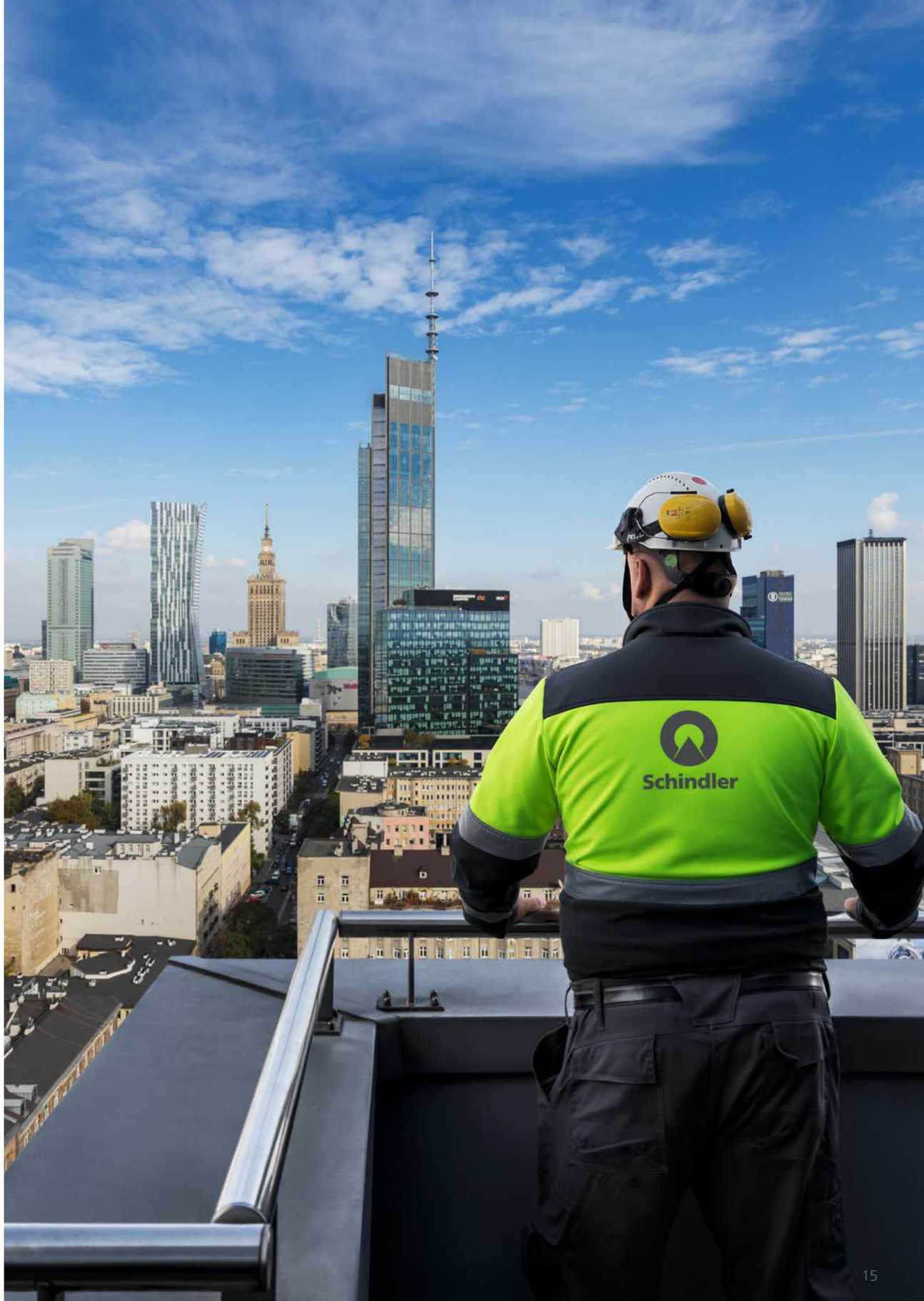
Other relevant information

Schindler has invested considerably in recent years to strengthen our Human Rights Due Diligence framework, reflecting our commitment to identifying and addressing human rights risks across our operations and value chain. This is underpinned by the Human Rights focus area of the Sustainability Roadmap 2030 and is grounded in the Schindler Code of Conduct, the Responsible Sourcing Policy, and the Human Rights Policy (for additional information about these policies, refer to page 7).

Schindler's Group Modern Slavery Statement marks an important milestone in our continuous efforts to enhance transparency and accountability. We remain dedicated to further improving our processes in the coming years, including through enhancing our supplier due diligence, building internal human rights capabilities, and expanding the implementation of our third-party human rights assessment program to additional regions.

Approval of statement

Approved by the CEO of Schindler Holding Ltd.
on June 9, 2026 and signed by Paolo Compagna.



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Annex: entities in scope of reporting obligations

UK:
Schindler Ltd.

Canada:
Schindler Elevator Corporation/Schindler Ascenseur Corporation

Australia:
Schindler Lifts Australia Pty. Ltd. (ABN 19 005 838 773)
Liftronic Pty Limited (ABN 99 002 886 213)

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