

Knorr-Bremse Joint Statement on Forced Labour, Child Labour, Human Trafficking and Modern Slavery

1. Introduction and Reporting Entities

This Joint Modern Slavery Statement (“*Statement*”) sets out the actions taken by Knorr-Bremse AG (the “*Company*”) and its reporting entities (collectively, the “*Group*” or “*Knorr-Bremse*”) to identify, prevent, and address the risks of slavery, forced or compulsory labour, slavery and servitude, prison labour, indentured labour, bonded labour, child labour and human trafficking (collectively, “*Modern Slavery, Forced and Child Labour*”)¹ in our operations and supply chains for the financial year ending 31 December 2024.

Unless the context indicates otherwise, in this Statement, “the Group,” “we,” and “our” refer to Knorr-Bremse AG and its reporting entities within the scope of reporting.

This Statement acknowledges the legislative frameworks in the United Kingdom, Australia and Canada aimed at combating Modern Slavery, Forced and Child Labor and promoting transparency in global supply chains, and is made pursuant to section 54 of the Modern Slavery Act 2015 (UK) and section 14 of the Modern Slavery Act 2018 (AU), and Section 11 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (collectively, the “*Acts*”). While legal obligations under the Acts do not apply to all entities within our Group, we have chosen a consolidated approach to reflect our unified compliance framework and global standards, in line with the Acts’ purpose to combat Modern Slavery, Forced and Child Labour and enhance supply chain transparency. Where required, entity-specific disclosures are provided in the signature section of this Statement.

This Statement is issued on behalf of the following reporting entities:

- Knorr-Bremse Australia Pty Ltd
- Bendix CVS Canada Inc.
- KB Rail Canada Inc.
- Knorr-Bremse Systems for Commercial Vehicles Limited
- KB Rail Systems (UK) Ltd.

¹The terms and reporting elements in this Statement are intended to align with the relevant legislation: UK – *Modern Slavery Act 2015*: [Modern Slavery Act 2015](#) Australia – *Modern Slavery Act 2018 (Cth)*: [Modern Slavery Act 2018 - Federal Register of Legislation](#) Canada – *Fighting Against Forced Labour and Child Labour in Supply Chains Act*: [Fighting Against Forced Labour and Child Labour in Supply Chains Act](#). For full legal definitions and scope, please refer directly to the respective Acts.

2. Corporate Structure and Supply Chain

Knorr-Bremse AG is a joint stock company headquartered in Munich, Germany and is the parent company of the Knorr-Bremse Group.² It serves as the listed management holding of the Knorr-Bremse Group, overseeing strategic management and central corporate functions. The Group is a global leader in braking systems for rail and commercial vehicles and other safety-critical systems, operating through two divisions: Rail Vehicle Systems (RVS) and Commercial Vehicle Systems (CVS). We are represented at more than 100 locations in 30 countries. As of December 31, 2024, the Group employed approximately 32,549 employees worldwide.

Supply Chain

As a global Group, we work with a large number of predominantly local suppliers. Each year, we purchase products and services from approximately 30,000 suppliers in more than 67 countries.

They include roughly 6,500 partners for the manufacturing and production of parts, components, and materials for our products; just by themselves, they account for more than 73% of procurement spending. The purchased products primarily contain metals, friction components, electronic components and plastics, with the proportion of raw materials purchased by us being low.

Our strategy for sustainable procurement is embedded in purchasing processes across the Group. The purchasing managers for direct and indirect materials are responsible for its implementation. Compliance with and optimization of sustainability standards in the supply chain are supported by experts at group level.

Our Sustainable Procurement Steering Committee – comprising the heads of our global purchasing units and the Sustainability department – discusses and decides on strategic and current sustainability topics several times a year. Our procurement is associated with significant impacts on the environment and society in production countries, so we aim to work with our suppliers to improve sustainability in the supply chain and minimize risks. Our approach is based on three pillars: determining our sustainability requirements, evaluating and assessing them, and training suppliers and purchasing employees.

3. Our Commitment and Policies

Knorr-Bremse strictly prohibits Modern Slavery, Forced and Child Labour in all operations and throughout our supply chain. Our commitment is guided by international standards, including the International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, ILO Core Principles, OECD Guidelines for Multinational Enterprises, OECD Due Diligence Guidance, and the German Supply Chain Due Diligence Act (LkSG).

² For more information on Knorr-Bremse's corporate structure and global operations, please visit <https://www.knorr-bremse.com>

Knorr-Bremse is committed to a journey of continuous improvement in human rights due diligence. We proactively adapt our processes to meet emerging regulatory requirements, including the EU Corporate Sustainability Due Diligence Directive (CSDDD), and strive to enhance our supplier engagement, risk assessment frameworks, and transparency across our supply chain. Our commitment is long-term and extends to all entities and partners, ensuring that we not only comply with current legislation but also lead the way in sustainable and ethical business practices.

3.1 Policies and Accessibility

Knorr-Bremse set out its expectations regarding the prohibition of Modern Slavery, Forced and Child Labour, as well as compliance with other labour-related rights, in a set of binding policies. All policies applied consistently across all entities within the Group, including those in Australia, Canada, and the United Kingdom. The Group aims to ensure that the most up-to-date versions of all relevant policies and procedures are accessible to employees and suppliers.³

3.2. Key Policies

The following policies set out our requirements and expectations for all individuals and entities within our Group as well as any parties or stakeholders involved in our upstream and downstream value chain.⁴

- **Human Rights Policy:** Our Human Rights Policy sets out in detail the principles and expectations regarding respect for human rights, including labour rights and safety at work. The group wide policy explicitly prohibits all forms of Modern Slavery, Forced and Child Labour and describes how we aim to protect the human rights of all persons who work for us, either directly or indirectly, and describes how we aim to protect the human rights of all persons who work for us, either directly or indirectly. We implement this policy through a human rights risk management system and conduct risk analyses of our own operations annually or on a case-by-case basis as needed. The effectiveness of the policy and related processes is evaluated at least annually, based on our risk assessments, whistleblowing reports, and other relevant information such as implemented measures.
- **Supplier Code of Conduct:** It sets out our requirements with regard to working conditions, human rights, environmental protection, safety, business ethics, and compliance, applicable worldwide. Not only do we expect our suppliers to comply with this code themselves, we also require them to implement it in their upstream supply chain. Furthermore, the code describes how Knorr-Bremse intends to ensure compliance with the outlined principles and which whistleblower and complaints mechanisms suppliers can use in the event of violations.
- **Responsible Minerals Sourcing Policy** (until 2024 known as Conflict Minerals Policy): It is supplemented by Human Rights Policy, which governs how we deal with conflict materials. This policy is binding for all our suppliers who process or market relevant materials and applies worldwide.

³ For more details, visit the IntegrityVoice page: [Sustainability | Knorr-Bremse Group EthicsPoint - Knorr-Bremse](#)

⁴ For reference, key policies are available here: [Sustainability | Knorr-Bremse Group Compliance Policies and Guidelines | Knorr-Bremse Group](#)

4. Risk Assessment

It is extremely important for Knorr-Bremse to meet its human rights due diligence. We examined our own operations for risks with regard to the violation of human rights, both in the materiality assessment and in our risk analyses pursuant to the German Supply Chain Due Diligence Act (LkSG).

We learn about potential human rights-related risks in the supply chain in particular from the risk analyses we conduct in accordance with the LkSG. In these analyses, we assess potential risks associated with our direct suppliers based on external sources of information on procurement categories, country risks, and the potential extent of damage. We take a particularly close look at raw material supply chains or geographic areas where there is a widespread or systemic risk of child or forced labour.

5. Risk Identification/High Risk Areas

Knorr-Bremse has identified a heightened potential risk in the reporting period in the regions of Africa (South Africa), Asia (China, India, and Vietnam), Latin America, and eastern Europe, including Poland, Romania, and Türkiye.⁵

Metal processing and electronics have been identified as particularly risk-prone areas, meaning that these countries and industries expose blue-collar workers and employees at the lower levels of the value chain to greater potential risks.

Stakeholder Engagement

Through our project work in industry associations, we gain further insights into systemic human rights violations in the supply chain. As active members of industry initiatives such as the Responsible Minerals Initiative, Railsponsible (RVS supply chain), Automotive Industry Dialog (AG), and Drive Sustainability (CVS supply chain), we work together with customers, competitors, and other stakeholders to improve sustainability standards in the supply chain.

No material negative impacts related to individual incidents or specific business relationships were identified.

6. Risk Management/Addressing Risks

Governance

At Knorr-Bremse, the Executive Board and the management teams of the subsidiaries share responsibility for the implementation of human rights due diligence. Upon the LkSG coming into force, the Executive Board specified the responsibilities for human rights risk management and delegated them to the competent departments. The Human Rights Officer in the Compliance department monitors compliance with the requirements of the LkSG in the Group and reports regularly on this to the Executive Board.

⁵ For further details please refer to our Annual Report: [Financial Publications & Presentations](#)

At the operational level, measures are implemented by the departments. The strategy for continuously improving sustainability performance in the value chain is integrated into Knorr-Bremse's global purchasing processes. We ensure that our suppliers implement and apply the sustainability standards through various measures, including assessments, audits and training, as well as contractual obligations.

Supplier Selection

We take account of suppliers' sustainability assessments in our contract award process. In the CVS division, the sustainability assessment and signing of the Supplier Code of Conduct are also taken into account by the Sourcing Board, the review and decision-making body for supplier orders.

In the RVS division, preference is given to suppliers with "preferred" or "potential preferred" supplier status. To achieve the highest supplier status in this division, we also require a valid sustainability assessment or proof that one is in progress.

Supplier Screening and Evaluation

We use various measures such as assessments, audits, training and contractual commitments to ensure that our suppliers implement and apply the sustainability standards. For instance, external service providers with industry experience carry out sustainability assessments on a continuous basis and evaluate the suppliers' sustainability management.

The criteria for the selection of suppliers for this assessment are purchasing volume, classification as a new or preferred supplier, and the ESG risk profile. We determine our suppliers' ESG risk profiles by means of the external CSR Risk Check tool, which assesses potential sustainability-related risks associated with certain business activities.

We currently have a valid sustainability assessment for roughly 3,500 suppliers. This equates to a coverage rate of 76% of our global purchasing volume. Our target rate is 75% in 2025, as numerous existing certificates will expire in this year and need to be reassessed.

Supplier Audits

We also audit and assess suppliers' sustainability performance in supplier visits and external audits. Our Supplier Development department uses a specific checklist to assess sustainability-related risks when visiting suppliers (On-Site Risk Checker). During these supplier visits, Knorr Bremse employees are required to evaluate and document sustainability matters such as human rights, occupational health and safety, and environmental management.

The results help us to decide whether additional local audits or other further investigations are necessary. Independent experts also perform sustainability audits of suppliers, which include determining the extent to which they comply with international social and environment standards.

These are based on guidance from the Responsible Business Alliance, Initiative Together for Sustainability and the UN Global Compact. A total of 18 on-site audits were conducted in 2024, of which 4 were follow-up audits. The selection criteria for these audits include the purchasing volume at each location and the results of human rights risk analyses and relevant sustainability assessments.

Remediation

- **Tier 1 Suppliers**

If an audit or a sustainability assessment reveals breaches or improvement potential, Knorr-Bremse develops and implements action with its suppliers and conducts follow-up audits. The audit results also help us identify potential sources of risk that we need to pay particular attention to in our supplier management in the future.

- **Upstream Suppliers**

We have implemented a special due diligence process for the protection of human rights in the area of conflict minerals. The central tools for managing and reporting conflict materials are our company-wide Responsible Minerals Sourcing Policy and supplier questionnaires. As recommended by the Responsible Minerals Initiative, we ensure transparency in the procurement process for minerals from conflict or high-risk areas, such as tin, tantalum, tungsten, and gold (3TG).

In an annual survey, we ask direct suppliers with 3TG relevance for information on the origin of the minerals used using the Conflict Minerals Reporting Template. More than 85% of our purchasing volume was covered by the most recent survey. It identified 38 (2023: 38; 2022: 24) smelting plants that were classifiable as critical. These companies do not meet the requirements of the list of compliant smelting plants and refineries, which is why we have asked them to undergo an independent audit and join the Responsible Minerals Assurance Process (RMAP).

RMAP audits establish whether a supplier's business practices, management systems, and values align with the key principles of responsible sourcing. In 2024, we asked those suppliers who do not carry out an RMAP audit to divest themselves of high-risk smelters or refineries. To ensure due diligence in the cobalt and mica supply chain, we collect relevant information with the aid of the Extended Minerals Reporting Template. During the 2024 campaign, we asked 1,314 suppliers to complete the questionnaire.

Communication & Training

To prevent compliance breaches, Knorr-Bremse relies on transparent communication and training. In the context of leadership development, for example, the new leadership guidelines illustrate how a well-developed speak-up culture can strengthen compliance throughout the company. We developed a global e-learning course in 14 languages on our Code of Conduct for employees with Internet access, which must be completed every two years. The Code of Conduct training covers our Human Rights Policy.

In addition to e-learning courses, live training (in person and webinars) is held for employees on specific compliance content and our guidelines and tools, such as the whistleblower system. In 2024, 75 such compliance training courses were held globally (2023: 77).

To implement our human rights-related requirements in our own operations we rolled out a Human Rights Due Diligence Guideline (HRDD Guideline) in 2024. It defines the various due diligence obligations to avoid human rights violations, including child labour and forced labour. The policy also stipulates minimum standards, e.g., regarding the selection and monitoring of employment agencies, the design of employment contracts, and age verification. A training on the HRDD Guideline was provided for all local Human Resources Managers globally.

To meet our sustainability requirements in the long term, we offer training programs to support our suppliers in the further development of their sustainable orientation, competencies, and activities. We also cooperate with service providers responsible for sustainability assessments to offer relevant webinars and additional support in the area of sustainability. For example, we provide training materials on the subject of conflict minerals. We continued our approach in 2024 of actively training and developing suppliers on the topic of sustainability. The core aspects were sustainability assessments, conflict minerals and decarbonization.

We also see training and awareness raising for purchasing employees as another key requirement for sustainable supplier management. We aim to provide our purchasing employees worldwide with the necessary skills to properly assess, advise, and review suppliers. We provided our purchasing employees with ongoing information about sustainability in procurement at events, workshops, and webinars in the reporting period.

Grievance Procedures

Knorr-Bremse's compliance management seeks to ensure compliance with laws, internal regulations, and voluntary commitments. Thanks to its established complaint management system, Knorr-Bremse can record possible compliance breaches and pursue them systematically. Employees, business partners, and external individuals can report information on any possible compliance breach to the compliance organization through various channels: email, directly through the compliance organization, or online through an independent and anonymous whistleblower system. This globally accessible portal is provided by an external service provider and allows information on potential compliance violations to be submitted in 31 countries and 20 languages. The system also enables protected communication for whistleblowers who prefer not to reveal their identity.

Our expectations with respect to grievance procedures are also set out in the Supplier Code of Conduct. Suppliers are required to provide their employees and stakeholders with the opportunity to report concerns or violations of our policy without fear of retaliation. To this end, we advise suppliers to set up their own whistleblower system or to join an industry-wide system. We also ask them to inform their employees about the Knorr-Bremse whistleblower and grievance system. Knorr-Bremse's publicly accessible whistleblower system can be used to report possible human rights violations anonymously. In addition, violations of the Code of Conduct may also be reported to our compliance contact persons by email.

Details of these complaints channels are provided in our Code of Conduct, our Human Rights Policy, and on our website. There is no systematic review at Knorr-Bremse to determine whether supplier employees are familiar with our whistleblower system. We expect our suppliers to immediately report to Knorr-Bremse any violations of the standards set out in the Code of Conduct, as well as to document and subsequently remedy such violations. Should our business activities have harmed or contributed to harming an employee of a supplier, we offer our support in determining effective remedial action.

Knorr-Bremse reserves the right to review suppliers or to carry out audits to ensure that remedial action has been taken. If the supplier does not adequately address the issue within a reasonable period of time, Knorr-Bremse will consider terminating the business relationship.

7. Assessing the Effectiveness of our Actions

We evaluate the effectiveness of our engagement on the basis of metrics such as the number of reported incidents as well as improvements in our audit results and direct feedback from suppliers.

8. Consultation and Approvals

This Statement has been prepared in consultation with Knorr-Bremse entities across the Group including those in the United Kingdom, Australia, and Canada. Input from relevant business units and functions was considered to ensure that the Statement reflects group-wide practices and local regulatory requirements.

Canada’s Fighting Against Forced Labor and Child Labor in Supply Chains Act

This Statement was approved by the Boards of Directors of KB Rail Canada Inc. and Bendix CVS Canada Inc. in accordance with subparagraph 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act. The required attestation is provided below.

KB Rail Canada Inc. is a company continued under the laws of Quebec, Canada, with its headquarters in La Pocatiere, Quebec. KB Rail Canada Inc. is an indirect wholly owned subsidiary of Knorr Bremse Company, a company headquartered in Westminster, Maryland, a member of Knorr-Bremse Group.

KB Rail Canada Inc. develops and manufactures electronic and electromechanical systems for rail passenger cars, including doors, HVAC, and inverters. Activities in Canada include manufacturing, importing, and distributing rail vehicle components and systems to transportation companies and builders across North America (i.e. Canada, US, Mexico). The supply chain consists of Canadian and international suppliers of components and materials for their products.

In 2024, KB Rail Canada Inc. operated a manufacturing plant in La Pocatiere, Quebec. As of December 31, 2024, KB Rail Canada Inc. had approximately 107 employees.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in the report for the entity above my signature. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

KB Rail Canada Inc.

I have the authority to bind KB Rail Canada Inc.

Signature: 

Name: Paul Cartier

Title: Managing Director

Date: December 18, 2025

Bendix CVS Canada Inc. is a company continued under the laws of Ontario, Canada, with its headquarters in Anjou, Quebec. Bendix CVS Canada Inc. is an indirect wholly owned subsidiary of Bendix Commercial Vehicle Systems LLC (Bendix). Bendix, a company headquartered in Avon, Ohio, is a member of Knorr-Bremse Group.

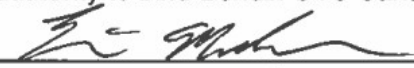
Bendix CVS Canada Inc. distributes Bendix-manufactured aftermarket parts across Canada to the network of approximately 1,300 authorized Bendix Canada-based aftermarket distribution outlets, along with providing fleet and aftermarket sales and service support in Canada.

In 2025, Bendix CVS Canada Inc. Operated an aftermarket Distribution Center in Anjou, Quebec and an R&D Center focused on tire pressure monitoring systems in Richmond, British Columbia. As of December 31, 2024, Bendix CVS Canada Inc. had approximately 18 employees.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in the report for the entity above my signature. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Bendix CVS Canada Inc.

I have the authority to bind Bendix CVS Canada Inc.

Signature: 

Name: Eric Medhan

Title: Managing Director

Date: 01/05/2026

UK Modern Slavery Act

Knorr-Bremse Systems for Commercial Vehicles Ltd (UK) and Knorr-Bremse Rail Systems Ltd (UK) publish this Statement under the UK Modern Slavery Act. It has been approved and signed by the Board of Directors and applies to all activities of the Group’s UK entities.

Ownership Structure: Knorr-Bremse Systems for Commercial Vehicles Ltd and Knorr-Bremse Rail Systems (UK) Ltd are private limited companies incorporated in England & Wales. Both companies are part of the Knorr-Bremse Group, a global leader in braking and sub-systems for trucks and rail vehicles.

Knorr-Bremse Systems for Commercial Vehicles Ltd: Operating from its Bristol facility, the company serves the UK, Ireland, and supported territories, offering commercial vehicle systems such as braking, safety, and driver assistance solutions. Its business includes sales, technical support, engineering, training, and distribution, supporting truck, bus, and trailer markets. The supply chain is based on Knorr-Bremse’s global portfolio, ensuring original parts and full life-cycle support for vehicle manufacturers, service centers, and distribution partners. Knorr-Bremse Systems for Commercial Vehicles Ltd has 44 employees.

Knorr-Bremse Rail Systems (UK) Ltd: Operating from three UK facilities – Melksham (head office), Corsham, and Manchester – the entity's primary focus is on end-to-end lifecycle support for rail systems, including overhaul, repair, spare parts, modernisation programmes, and field services. The UK entity supports a product portfolio that is designed, sold, and manufactured primarily outside the UK by other Knorr-Bremse Group companies, but it has the capability to localise products to meet specific customer and market requirements.

The product portfolio covers rail vehicle systems for all types of trains, including braking systems, entrance systems, HVAC, power electronics, sanitary systems, wiper & wash, coupling systems, and computing & communication hardware. It also provides infrastructure solutions such as platform screen doors, which are managed globally from the UK, as well as power and grid systems, signalling, electromechanical components, and testing equipment. Knorr-Bremse Rail Systems (UK) Ltd has approximately 500 employees.

Knorr-Bremse Systems for Commercial Vehicles Ltd (UK)

Signature: _____

Name: Oliver Neil

Title: VP Sales EMEA and acting MD KB SFCV Ltd (UK)

Date: 8.1.2026

Knorr-Bremse Rail Systems (UK) Ltd.

Signature: _____

Name: Paul Goodhand

Title: Managing Director

Date: 18 December 2025

Australian Commonwealth Modern Slavery Act

This Statement was approved by the Board of Directors of Knorr-Bremse Australia Pty. Ltd and covers all activities undertaken Knorr-Bremse Australia Pty. Ltd and signed by a director thereof.

Knorr-Bremse Australia Pty. Ltd is a company continued under the laws of New South Wales, Australia with its headquarters in Granville, NSW. Knorr-Bremse Australia Pty. Ltd is an indirect wholly owned subsidiary of Knorr-Bremse Asia Pacific (Holding) Limited, a company headquartered in Hong Kong. Knorr-Bremse Asia Pacific (Holding) Limited is a member of Knorr-Bremse Group.

Knorr-Bremse Australia Pty. Ltd operates in both the Rail and Commercial Vehicle segments.

Our activities include:

- Manufacturing Original Equipment (OE) for our rail business, i.e., on-board systems-including doors, air conditioning, electronic management, brake, HVAC, and power supply system component. —primarily utilizing imported components for assembly, as well as imported raw materials and finished products.
- Servicing our rail customers by providing repairs, maintenance, engineering support, field services and overhauls
- Sales and Distribution of rail and truck and door components, rail air conditioning, and HVAC systems

In 2024, Knorr-Bremse Australia Pty. Ltd operated:

- A manufacturing plant in Granville (NSW)
- A manufacturing plant in Perth (WA)
- a sales and distribution center for our CVS business in Melbourne (VIC)
- Six servicing sites across Australia

As of December 31, 2024, Knorr-Bremse Australia Pty. Ltd had approximately 470 employees.

Knorr-Bremse Australia Pty. Ltd.



Signature: _____

Name: Dermot Dixon

Title: Director

Date: 19th December 2025