

Modern Slavery Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out KISTERS commitment to prevent modern slavery and human trafficking in its business and supply chains.

Organisation's structure, business and supply chain

KISTERS AG, headquartered in Aachen, Germany, is the parent company of the KISTERS Group with subsidiaries in the U.S.A, China, Australia, New Zealand, the Netherlands, France, the UK, Spain, Switzerland, Austria, and Germany. KISTERS, with more than 800 employees, is specialised in developing software for the sustainable management of energy, water and air resources, environmental protection and safety, logistics, monitoring and 3D viewing, as well as in civil engineering services.

Policies in relation to slavery and human trafficking

KISTERS is committed to ensuring its operations and supply chains are free from modern slavery and human trafficking. Our Code of Conduct, applicable to all employees, board members, and consultants, sets out ethical business standards and compliance with national and international law. Violations may result in disciplinary action.

We provide training and development to employees and are a member of the Fair Company Initiative, committing voluntarily to fair working conditions. Suppliers and subcontractors are expected to comply with the Code of Conduct, demonstrate their approach to the Modern Slavery Act, and ensure their own supply chains are free of slavery, forced labour, and human trafficking.

Commitment and Responsibility

KISTERS complies with German, European, and international legal frameworks and ethical standards, including ILO and OECD guidelines. Management is responsible for policies, due diligence, investigations, salary compliance, and ensuring that employees can report concerns through whistleblowing channels. Senior management reviews supplier compliance regularly.

Zero Tolerance Policy

KISTERS maintains zero tolerance for modern slavery and human trafficking. All suppliers and contractors are required to adhere to our values, demonstrate compliance, and provide transparency on occupational health, safety, and information security standards.

This statement constitutes KISTERS's slavery and human trafficking statement for the current financial year, in line with Section 54(1) of the Modern Slavery Act 2015.

Aachen, 07th of October 2025

Klaus Kisters
CEO

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COO