



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Organisation

Scania Finance Ireland Limited (“SFIL”) is a private limited company incorporated in Ireland and trades as Scania Financial Services. SFIL is part of the Scania Group (“Scania”), which is a world-leading provider of transport solutions and which operates a global network of Scania Financial Services entities offering vehicle financing, insurance and rental services to operators of Scania commercial vehicles.

Scania is part of the TRATON Group. Under this umbrella the brands Scania, MAN and Volkswagen Caminhões e Ônibus work closely together with the aim of turning the TRATON Group into a global champion of the truck and transport services industry.

Statement

Ireland has similar legislation to the United Kingdom’s Modern Slavery Act 2015, primarily the Criminal Law (Human Trafficking) Act 2008, as amended by the Criminal Law (Human Trafficking) (Amendment) Act 2013 and it is in this context that this statement is made in order to set out the steps SFIL has taken to address the risk of slavery and human trafficking within its operations and those of its supply chain during the financial year ended 31st December 2021.

Our Approach

SFIL has a zero-tolerance approach to any form of modern slavery, human trafficking or exploitative employment practices. SFIL is committed to conducting business with integrity and in a socially responsible and sustainable manner. Scania is a signatory to the United Nations Global Compact and SFIL shares in the Group’s commitment to upholding its principles in relation to human rights, labour practices, the environment and anticorruption.

Scania’s vision is to drive the shift towards a sustainable transport system. Scania believes that sustainable business thrives where human rights are respected and protected, and places clear obligations on its employees worldwide to demonstrate the highest standards of ethical behaviour. Employees are routinely trained in the organisation’s Core Values and employee Code of Conduct.

Scania Supply Chain Standards

SFIL seeks to do business with suppliers and partners who meet the same high standards that we demand from ourselves. To that end, Scania has set out its expectations regarding business conduct, including with regard to employment practices and anti-slavery provisions, in its Supplier Code of Conduct. Suppliers and partners are expected to comply with this Code at all times and it is the responsibility of the supplier to ensure that the relevant rights are identified and prioritised.

Scania requires all its suppliers not to tolerate any form of modern slavery, human trafficking, child, forced, bonded or compulsory labour or servitude by or in relation to the supplier’s employees or the supplier’s suppliers. As part of the tendering and supplier approval process, suppliers confirm that they will comply with the terms of the Scania Supplier Code of Conduct. It is expected that suppliers communicate Scania’s standards to their own suppliers and subcontractors.

SFIL continues to seek a better understanding of its supply chain, and to work together with stakeholders to improve transparency and address the risk of modern slavery and human trafficking.

Our Policies

Scania requires that entities within the Scania Group conduct business in an ethical and responsible manner. Employees are expected to maintain the highest standards of integrity and mutual respect in line with the employee Code of Conduct and Scania’s long-established Core Values.



Scania's approach to human rights issues is set out in its Human Rights Policy. This policy is a key element of Scania's commitment to the UN Global Compact. Scania bases its approach to human rights on the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Scania strives to operate in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidance for Multinational Enterprises, and has set out six fundamental human rights principles:

1. Scania does not accept violations of human rights
2. Scania uses its influence to prevent and address human rights impacts
3. Scania applies high standards for human rights at work
4. Scania recognises the right to defend human rights and speak up against human rights violations
5. Scania shall always address human rights violations appropriately
6. Scania aims to support human rights and have a positive impact wherever it operates.

In seeking to raise employee awareness of human rights issues, a section of the employee Code of Conduct is dedicated specifically to human rights. Employees are encouraged to be vigilant and alive to possible infringements of human rights and to report any suspicions through the whistleblowing system.

Monitoring and Audit

SFIL continues to develop its internal compliance monitoring programme to identify and remedy any non-compliance with internal policy and external regulation. During the past year, the company has continued the implementation of its risk management framework to proactively identify risks within the organisation, including the risk of human rights violations such as modern slavery and human trafficking.

The Scania Financial Services group of companies operates an independent internal audit function whose mission it is to assess and audit the constituent companies of the group to ensure ongoing adherence to the law, Scania policy and industry best practice.

Whistleblowing

Everyone at Scania has access to established channels for reporting suspicions of compliance infringements, including suspicions of human rights violations. Scania's whistleblowing system is committed to protecting both the whistleblower and the individual affected. Scania does not tolerate retaliation against or suppression of whistleblowers and any individuals implicated are presumed innocent until proven otherwise.

Scania has continued to develop its whistleblowing procedures worldwide to enable employees and others to raise concerns and report serious regulatory violations in a confidential manner.

SFIL operates a system of regular refresher training for all employees in an effort to ensure that whistleblowing processes are fully understood within the organisation.

Employee Training

Communication and employee training play a key role in compliance and sustainability work across all hierarchy levels.

Employees have access to various forms of training for topics addressed in the Code of Conduct. The Code of Conduct e-learning 'Doing Things Right' is mandatory for all employees at Scania whilst the



Dilemma Game (classroom training) was developed to facilitate discussions on ethical dilemmas and to promote Scania's open, speak-up culture.

Scania has also developed a global e-learning module covering the broad and important topic of sustainability. Whilst it is mandatory for managerial positions at Scania, all employees are encouraged to take the course and work together towards Scania's goal of driving the shift towards a sustainable transport system.

Summary

SFIL maintains a clear zero tolerance approach to any form of modern slavery and continues to develop its processes and procedures in an effort to identify and mitigate the risk of modern slavery in the company's supply chain.

Since Scania regards human rights violations as a dynamic risk, Scania will align its monitoring procedures with ongoing developments and continue to raise awareness of all forms of modern slavery and human trafficking both inside and outside the company. Scania will continue to monitor and work with suppliers to ensure that they do not engage in any form of forced, bonded, compulsory, trafficked or non-voluntary labour.

This statement has been approved by the Executive Management Team of SFIL and will be reviewed and updated on an annual basis.

Alan Rhodes

Managing Director

31 December 2021