

Modern Slavery Act

Author:
Owner:
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Summary

This statement describes the measures taken by Shiftmove GmbH and its subsidiary Vimcar GmbH to prevent modern slavery and human trafficking in accordance with Section 54 of the UK Modern Slavery Act 2015. It applies to Shiftmove GmbH and all of its group companies, including Vimcar GmbH. We pursue a zero-tolerance policy towards any form of forced labour or exploitation in our business operations and within our global supply chains. This statement covers the financial year 2026.

Modern Slavery Act (Shiftmove GmbH & Vimcar GmbH)

1. Introduction and legal background

This statement of principles is issued in accordance with Section 54(6) of the UK Modern Slavery Act 2015. It is made on behalf of Shiftmove GmbH and applies to the entire Shiftmove group, including its subsidiary Vimcar GmbH. It describes the measures by which Shiftmove GmbH and Vimcar GmbH ensure that slavery, forced or compulsory labour, human trafficking or child labour do not take place or are not supported, either in their own business operations or within their supply chain. In accordance with the legal requirements for companies with a relevant turnover in the UK, Shiftmove GmbH and Vimcar GmbH expressly commit to actively fulfilling their human rights due diligence obligations and uncompromisingly reject any form of modern slavery

2. Business model and ethical principles

Shiftmove, together with its subsidiary Vimcar, offers digital solutions for fleet management and pursues a business strategy based on responsible corporate governance. Our daily actions are guided by the principles of integrity, transparency and legal requirements. We are committed to respecting human rights and strictly reject any form of discrimination – whether based on origin, gender, religion or sexual orientation.

3. Due diligence in the supply chain

Shiftmove GmbH and Vimcar GmbH recognise the United Nations Universal Declaration of Human Rights and the core labour standards of the International Labour Organisation (ILO), and expect their contractual partners to do the same. To ensure compliance with these standards, we implement the following measures:

- **Supplier selection:** As part of our procurement processes, we require partners to comply with key social criteria right from the registration stage.
- **Contractual obligations:** Our agreements oblige suppliers to comply with fair working conditions and the minimum wage.
- **Sanctions:** Violations of fundamental human rights, such as child labour or forced labour, are enshrined in our contracts as grounds for extraordinary termination.
- **Risk analysis:** In line with the Supply Chain Due Diligence Act (LkSG), we carry out regular analyses to identify and minimise human rights risks in the supply chain at an early stage.

4. Internal responsibility, guidelines and reporting procedures

Our standards are monitored through centralised management processes. Our commitment is underpinned by binding regulations:

- **CSR Policy:** Outlines our principles regarding human rights, fair working conditions and environmental responsibility.
- **Whistleblower system:** Suspected cases relating to modern slavery can be reported confidentially and, if desired, anonymously via our system (violations@vimcar.com). This system is designed in accordance with the Whistleblower Protection Act (HinSchG). We also have an internal “Whistleblower Policy”.

Shiftmove GmbH and Vimcar GmbH do not knowingly enter into business relationships with partners involved in slavery or human trafficking, and reserve the right to terminate relationships in the event of confirmed violations.

5. Training/Awareness

To raise awareness of ethical risks, our employees receive regular training on compliance issues. These training sessions teach appropriate conduct when dealing with business partners and reinforce social responsibility within the digital working environment.

6. Approval

This statement has been approved by the management of Shiftmove GmbH (also acting for its subsidiary Vimcar GmbH) for the financial year 2026 and is signed on their behalf by the undersigned member of the management:



Wouter Hendriks

Managing Director (Geschäftsführer), Shiftmove GmbH & Vimcar GmbH

Date: 20 May 2026