MeteoGroup Limited – Statement on the prevention of slavery and human trafficking

MeteoGroup is a group of companies providing weather solutions, wherever weather impacts business decision making. This group of companies shall be referred to as “MeteoGroup”. MeteoGroup is owned by TBG AG. MeteoGroup employs circa 400 people worldwide and has offices in 14 countries, the main offices being in the Netherlands, Germany and the UK. We source goods and services worldwide.

MeteoGroup supports the objectives of the Modern Slavery Act 2015 (the “Act”) of eliminating slavery and human trafficking. This statement is made on behalf of its UK-based companies, MeteoGroup Limited, MeteoGroup UK Limited and Meteo New UKCo Limited. However, all principles, policies and processes are followed by our overseas group companies.

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. This policy reflects our commitment to acting ethically and with integrity in all our business relationships. As part of our initiative to identify and mitigate risks MeteoGroup, where possible, builds long term relationships with our customers, third party vendors and suppliers and makes clear our expectations of business behavior. Our employees are expected to report concerns and management are expected to act upon them. Whistle blowers will be protected.

Our Supply Chains

We source a wide range of goods and services from many suppliers, primarily to support the following:

- Weather Forecasting Services
- IT services
- Operations and infrastructure support
- Advertising and Marketing
- Recruitment and Training
- Business management and corporate functions
- Product Development
- HR and payroll services
- Building services and maintenance

Current Policies

1. We have an ethical code which is supplied to all employees. This sets out the rights of all employees, confirming that they will be employed in accordance with all local legislation.
2. We have a Supplier Code of Conduct which we expect all our suppliers to comply with. In particular it requires all suppliers to ensure that working conditions are safe and workers are treated with respect and dignity, free from any form of discrimination and in freely chosen employment. A copy is available on request.

Ongoing processes for the prevention of slavery and human trafficking

We adopt a risk-based approach in assessing our business and supply chain, taking into account those factors which are most likely to indicate the risk of modern slavery such as geographical location or industry practices.

On the basis of our ongoing assessment, we consider that the risk of MeteoGroup having contracted with organisations who are engaged in slavery or human trafficking to be low.

Actions:

1. Existing suppliers: Following a review of our existing suppliers, we consider the risk of them being engaged in slavery or human trafficking to be low. In the event that assessment changes, we will
consider the most appropriate action to take, including discussing the steps they have or can take to reduce their risk of slavery and human trafficking or as a last resort, terminating our relationship with a supplier.

2. New suppliers: When entering into a relationship with a new supplier, we assess the risk of them being engaged in slavery or human trafficking. In the event that we assessed the risk as anything other than low, we will consider the most appropriate action to take, including discussing the steps they have or can take to reduce their risk of slavery and human trafficking or as a last resort, deciding against appointing them as a supplier. Where possible, we require new suppliers to agree to comply with our Supplier Code of Conduct as part of their contract with MeteoGroup.

3. Ongoing monitoring: We will continue to monitor our supply chain to further reduce the risk of slavery and human trafficking.

This statement is made according to the requirements of the Act for the year ending 30 November 2018.

Marc Chesover
President
MeteoGroup
18 July 2019