

Specific United Kingdom Disclosures:

Structure and Supply Chains

Cummins' UK presence is comprised of four manufacturing sites and an additional 17 associated sites which include parts reconditioning, distribution, and administration. Globally Cummins employs a total of 58,000 employees, and UK represents approximately 7.6%. In 2022, Cummins UK entities imported approximately £1.2B of parts and materials into the UK, of which approximately 29% was imported from the European Union. Of all Cummins' global imports into the UK, approximately 49% were imported directly from Cummins Inc. or a Cummins affiliate.

Policies on Modern Slavery

In March 2018, Cummins launched its Human Rights policy which prohibits the use of all forms of child labour and forced labour, including threat of force or penalty, prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

Since September 2017, Cummins Inc. has belonged to the United Nations Global Compact. Cummins supports the ten principles of the Global Compact to set higher standards in Cummins' Human Rights policy and our Code of Business Conduct reflect and further detail our company's commitment to human rights. In our Code of Business Conduct, Cummins states: "We will embrace diverse perspectives and backgrounds and treat all people with dignity and respect." Our Code further states:

"We support human rights around the world and will comply with all applicable laws regarding the treatment of our employees and other stakeholders. We will not tolerate child or forced labour anywhere and we will not do business with any company that does. Our commitment to fair treatment and human rights also extends to our joint ventures, suppliers, and other partners. We will insist our suppliers and partners treat their stakeholders in a way that is consistent with our values through Cummins Supplier Code of Conduct ("SCoC")."

Additionally, through our SCoC, Cummins ensures our suppliers and partners understand our values and treat their employees and business partners in a way that is consistent with those values. The SCoC states:

"Suppliers must not use slavery or involuntary labour of any kind, including prison labour, debt bondage, or forced labour by governments and suppliers must not be involved in human trafficking. Suppliers must not use corporal punishment, physical or psychological abuse, threats or violence, or other forms of physical or mental coercion. There must not be unreasonable restrictions on the ability of employees to enter or exit the workplace."

Due Diligence Processes and Risk Assessment

Due to the nature of Cummins' business, we have a negligible risk of human-rights violations. However, Cummins has initiated processes that identify and combat risks within our supply chain. Since 2019, Cummins has taken steps to assess and mitigate human-rights risks within our supply chain with a focus on suppliers we engage in our UK business. These steps include:

Identification of UK-based suppliers that may pose human-rights related risks. These include suppliers that provide labour-related services to Cummins' entities located in the UK. Examples include but are not limited to: catering, cleaning, security, and logistics services.

Cummins expects our suppliers especially those that may pose human-rights related risk to comply with its SCoC.

Human-rights related risk suppliers are included as part of a supplier annual review to ensure compliance with the SCoC.

Measuring Effectiveness

Cummins measures its effectiveness by confirming that targeted suppliers certify compliance with the Cummins SCoC.

Cummins conducts informal audits to suppliers globally including suppliers in mainland European countries and the UK to verify that suppliers remain in compliance with the SCoC.

Cummins will continuously improve by evaluating processes to identify suppliers which present human rights violation risks.

Training for Staff

In addition to classroom and online training of Cummins Code of Business Conduct to all Cummins employees globally. Since 2019, Cummins has offered an online training course “Human Rights Training” that is available for all employees. However, it is mandatory training for the following functions Global Legal, Global Internal Audits, Global Ethics and Compliance, and Global Supply Chain: Planning, Purchasing, Manufacturing, Logistics, Health & Safety, & Quality.

This statement is (i) made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes company’s slavery and human trafficking statement for the fiscal year ending 31st December 2022 and (ii) approved and signed by relevant director(s) of Cummins Ltd., Cummins Power Generation Limited and Cummins Generator Technologies Limited on 27th June 2023.



Antonio Leitao