

NIVUS GmbH • Im Taele 2 • 75031 Eppingen, Germany

Managing Directors / CEO:
Udo Steppe, Ingrid Steppe
Marcus Fischer

NIVUS Limited * Part of den NIVUS group of companies
Furzen Hill Farm: Coventry Road, Cubbington; Royal Leamington Spa
Warwickshire. CV32 7UJ

Managing Director:
Marcus Fischer

UK Modern Slavery Statement

Financial year 2023



Slavery and human trafficking statement

Referring to Section 54 (1) of the Modern Slavery Act 2015 (the “Act”) and the EU directive 2011/36/EU, NIVUS GmbH and NIVUS Ltd. (“the NIVUS Group”) distance themselves from any kind of slavery and human trafficking in their supply chain and their business. The NIVUS Group has determined steps to prevent slavery and human trafficking, so that there is no chance for slavery and human trafficking in the NIVUS Group’s direct supply chain. The NIVUS Group has zero tolerance and detests slavery and human trafficking.

Our structure

The NIVUS Group is leading producer and distributor of flow and level measurement instrumentation for the water industry. Its measurement instruments are using ultrasonic, radar and capacitive technologies. These measurement instruments can be used in full filled and part filled pipes.

The NIVUS Group provides services for installation and maintenance on site. The NIVUS GmbH is an owner-managed family business founded in 1967. There are subsidiaries in South Korea, Vietnam, UAE, Africa, Poland, Austria, Switzerland, France and UK as well as more than 40 distributors worldwide.

Our business and the supply chain

The products of the NIVUS Group can be used in water industry, wastewater treatment, freshwater treatment and for measurement in sewer systems. Specific devices can be used in areas exposed to explosive environments.

The NIVUS Group’s fields of action:

- Ultrasonic flow measurement
- Radar flow measurement
- Transit time flow measurement
- Ultrasonic level measurement
- Telecontrol
- Urban drainage monitoring
- Installation service and maintenance

The supply chain consists of approx. 380 suppliers of different size and expertise. In the financial year 2023 nearly 7,5 Million € have been paid to our suppliers.

Our principles against slavery and human trafficking

The NIVUS Group guarantees that there is no slavery or human trafficking in the direct supply chain and within the NIVUS Group. Our Anti-Slavery-Policy as described in the NIVUS policy on honest and ethical responsibility states that the NIVUS Group is striving for ethical responsibility and legal business. This means that the NIVUS Group is implementing and conducting processes to prevent slavery and human trafficking in its supply chain and within itself.

Our strategy approach to avert modern slavery and human trafficking

The NIVUS Group is monitoring and checking its supply chain very carefully. The NIVUS Group has implemented clearly defined processes to detect, correctly assess and to reduce potential risks. Currently we cannot see any reason for supplier audits regarding slavery and human trafficking because almost all suppliers are either located in Germany or in EU countries west of Germany. The NIVUS Group has its only production site at Germany. The mentioned geopolitical areas are non-risk areas regarding slavery and human trafficking for the electrical industry (see Global Slavery Index 2023).

To assure that there is neither slavery nor human trafficking in the supply chain of the NIVUS Group, the NIVUS Group has amended its general terms and conditions of purchase. Our suppliers are obliged to check and monitor their supply chain to ensure that there is no slavery or human trafficking as defined by the Modern Slavery Act 2015. A positive aspect is that none of our suppliers has rejected an order in accordance with the new conditions of purchase of the NIVUS Group regarding slavery or human trafficking so far.

Every single employee, supplier and third-party contractor of the NIVUS Group is (legally) bound to report to the management of the NIVUS Group and the police immediately even at the slightest suspicion or observation of slavery and human trafficking.

The NIVUS Group and all its direct suppliers guarantee to follow the ethical, ecological and social aspects below:

- The mentioned entities act in a lawful manner in countries where they have a representation.
- All employees of the mentioned entities are working at the legal working age.
- All employees of the mentioned entities are working on the legal maximum working time and are paid the legal minimum wage at least.
- All employees of the mentioned entities are not forced to work.
- All employees of the mentioned entities are not dealt, slaved or exploited.
- All employees of the mentioned entities are not discriminated due to race, origin, gender, age, sexual orientation, belief, religion, mental and physical abilities or pregnancy.

Training and monitoring

Mutual respect and a fair treatment of colleagues are the fundament of teamwork at the NIVUS Group as laid down in the NIVUS Group's general policies. All employees of the NIVUS Group are committed to follow and to implement these policies. The NIVUS Group always satisfies legal requirements. Within in the scope of the quality management, the NIVUS Group has prepared documents for internal audits which should detect infringements, process deviations and violation of values and guidelines. The values and principles of the NIVUS Group should represent legal conformity in business.

Prospective step to be undertaken

The NIVUS Group modified its general terms and conditions of purchase so as to commit all suppliers and sub-suppliers to conformity with the Modern Slavery Act 2015. This step is to demonstrate internal documentation, control, and approach of suppliers to minimize the risk of slavery and human trafficking.

The NIVUS Group will carry out appropriate training measures to maintain awareness of modern slavery and human trafficking.

Eppingen, 08th of February 2024

Marcus Fischer

Marcus Fischer
Managing Director NIVUS GmbH, NIVUS Ltd.