

# MODERN SLAVERY STATEMENT 2025



ENGINEERED  
TO OUTFIT

**This statement is issued pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ending December 31, 2025. The information in this statement has been approved by the Board of Directors of ABB Ltd. The scope of markets included in this statement covers our operations worldwide, including those of our direct and indirect subsidiaries.**

# 1. Organizational structure, operations and supply chains

## 1.1. OWN OPERATIONS

ABB is a global technology leader in electrification and automation, enabling a more sustainable and resource-efficient future. By connecting its engineering and digitalization expertise, ABB helps industries run at high performance, while becoming more efficient, productive and sustainable, so they outperform. At ABB, we call this 'Engineered to Outrun'. The company has over 140 years of history and around 110,000 employees worldwide. ABB's shares are listed on the SIX Swiss Exchange (ABBN) and Nasdaq Stockholm (ABB).

ABB operates globally across three regions: Europe, the Americas, Asia, Middle East and Africa. We manufacture in more than 40 countries, with a service presence in more than 100 countries and a network of more than 6,000 channel partners. We are headquartered in Zurich, Switzerland, and are incorporated as a company limited by shares under Swiss law.

ABB has three business areas: Electrification, Motion and Automation. The three business areas are divided into a total of 16 divisions. In addition, ABB has two divisions outside the business areas:

- As a result of the announced sale of our Robotics division, the division has been moved to discontinued operations and will be reported as such until the closing of the sale for all periods presented.
- The E-mobility division has, since January 2023, been a separate operating segment and is reported in Corporate and Other for all periods presented.

Our business areas complement each other and under the decentralized ABB Way operating model they pursue opportunities to collaborate, driving innovation to best serve our customers. In our decentralized operating model, our divisions are the highest operational level within ABB. They are close to our customers and have full ownership and accountability for their strategies, performance and resources.

The Electrification business area leads in products, solutions and services related to low and medium voltage electrical infrastructure for buildings, utilities, industries and data centers. The Motion business area offers the world's most comprehensive range of variable speed drives, electric motors, generators and motion controls for industries like food and beverage, mining, rail, oil & gas and chemicals. The Automation business area provides integrated automation, electrical and digital solutions for process, discrete, hybrid and marine industries, including sectors like marine and ports, mining and pulp and paper, oil & gas and conventional and renewable power generation. ABB E-mobility is a global leader in electric vehicle charging, offering solutions for the electrification of fleets, electric buses and trucks.

As a technology leader in electrification and automation, ABB is at the core of accelerating the energy transition. Every day, we help industries run consistently at high performance while becoming more productive, efficient and sustainable so they can outperform. Embedding software and AI in our products and solutions is an integral part of our strategy as it enables differentiation and customer value creation. Our comprehensive offering includes traditional products and services, software-enabled products and systems as well as software and digital services that we sell separately and combined as scalable solutions. Over half of our R&D employees are focused on digital solutions, and we invest 4–5 percent of our annual revenues in R&D.

ABB serves four main customer segments: industry, building, transport & infrastructure, and utilities. About half of our revenue comes from the industrial segment, supporting global production facilities in process industries like oil and gas, pulp and paper, and discrete industries such as food and beverage and machine builders. Demand for our electrification and automation offerings with embedded digital solutions has surged due to the energy transition and artificial intelligence, which are driving strong demand for power generation including renewables, data centers and energy efficiency.

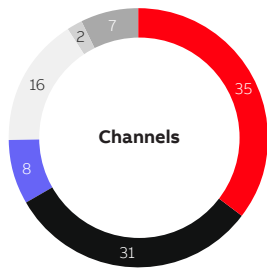
ABB has been present in Australia since the late 19<sup>th</sup> century and currently employs 691 people at nine sites, with annual revenues of approximately AUD 0.7 billion. Our local headquarters are in Sydney, supported by sales offices and service centers across Australia to deliver ABB products and services.

In Canada, where ABB's history stretches back more than 100 years, the entities mentioned in the Annex to this statement employ 3,393 people in our 35 locations across the country. Our local headquarters are in Montreal, and the

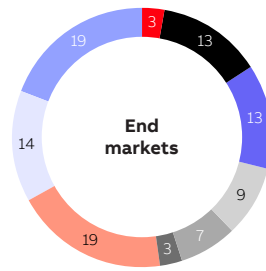
relevant entities have 19 manufacturing sites and 16 sales and service facilities. The comprehensive range of products, systems and services for industrial, utility and infrastructure customers generates approximately CAD 1.7 billion in annual revenues.

ABB in the UK is headquartered in Warrington, Cheshire, and employs 1,673 people at 16 locations nationwide. We sell around GBP 0.5 billion worth of innovative solutions, products and services annually to UK clients in a wide range of market sectors.

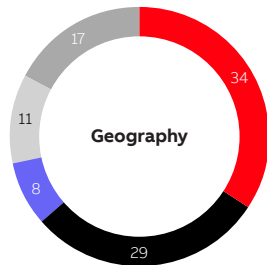
**ABB Group revenues in 2025 by channels, end markets and geography**



- Distributors
- Direct sales to end customer
- EPCs
- OEMs
- System integrators
- Panel builders



- Renewables
- Distributions, Conv. Generation
- O&G, Chemicals
- Data centers
- Mining & Metals
- F&B
- Other Industry
- Other T&I
- Buildings



- Europe
- USA
- Rest of Americas
- China
- Rest of AMEA

All data is presented based on management estimates for FY 2025 revenues. All data presented in the donut charts are percentages of the total revenue unless otherwise stated. Due to rounding, numbers presented may not add to 100. Renewables: renewable power sources, such as wind, solar, biomass. Conv. Generation: conventional power sources, such as fossil fuels, nuclear, hydro generation. O&G: Oil and gas. F&B: Food and beverages. T&I: Transport and infrastructure. AMEA: Asia, Middle East and Africa.



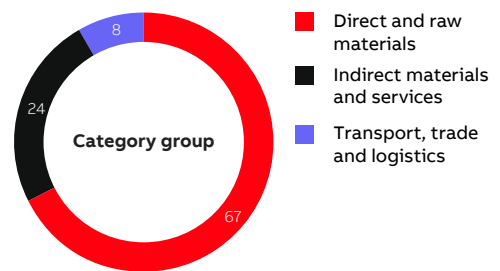
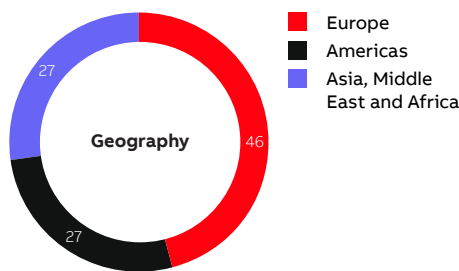
## 1.2. SUPPLY CHAIN

With manufacturing operations on six continents, ABB has more than 60,000 direct material and service suppliers. We view these suppliers as an extension of our global enterprise and integral to our long-term success.

ABB purchases a variety of supplies and products which contain raw materials for use in our production and project execution processes. The primary materials used in our products by

weight are copper, aluminum, steel, mineral oil and various plastics. We also purchase a wide variety of fabricated products, electronic components and systems. We operate a worldwide supply chain management network with employees dedicated to this function in our business areas, divisions and in key countries. Our supply chain operations consist of a number of teams, each focusing on different product categories. The global spend on materials and services in 2025 was USD 18.8 billion.

### Materials and services spend by



Materials and services spend 2025: USD 18.8 billion.  
Due to rounding, numbers presented may not add up to 100.

## 2. Our commitment to human rights

ABB is committed to the highest standards of business ethics and integrity. ABB's ambition is for human rights to be well understood, managed along the entire value chain and integrated into ABB's daily business.

The company supports and respects the human rights principles and labor standards outlined in the following international frameworks:

- International Bill of Human Rights
- ILO Core Labour Conventions
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- UN Convention on the Rights of the Child
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Ten Principles of the UN Global Compact (UNGC)
- UNICEF's Children's Rights and Business Principles
- The Voluntary Principles on Security and Human Rights

Our commitment to respect and support human rights and labor standards is underpinned by a range of policies and processes aimed at preventing child and forced labor within our value chain, including our own operations. These include the ABB Code of Conduct, the ABB Human Rights Policy, the ABB Human Rights Due Diligence Framework, the ABB Supplier Code of Conduct and its Implementation Guide, the ABB Policy on Conflict Minerals, our supply chain and contractor questionnaires, as well as internal procedures and guidelines.

These codes and policies clearly set forth our expectations for every individual who works for ABB and for every enterprise which engages with us as a business partner or through our value chain:

- Every employee is responsible for ensuring that their own conduct and the conduct of anyone reporting to them is fully compliant with applicable laws, the ABB Code of Conduct and all company policies.
- Our suppliers are required to work in a way that is ethically, socially, environmentally and economically responsible. What this means in practice is outlined in the ABB Supplier Code of Conduct and its Implementation Guide.

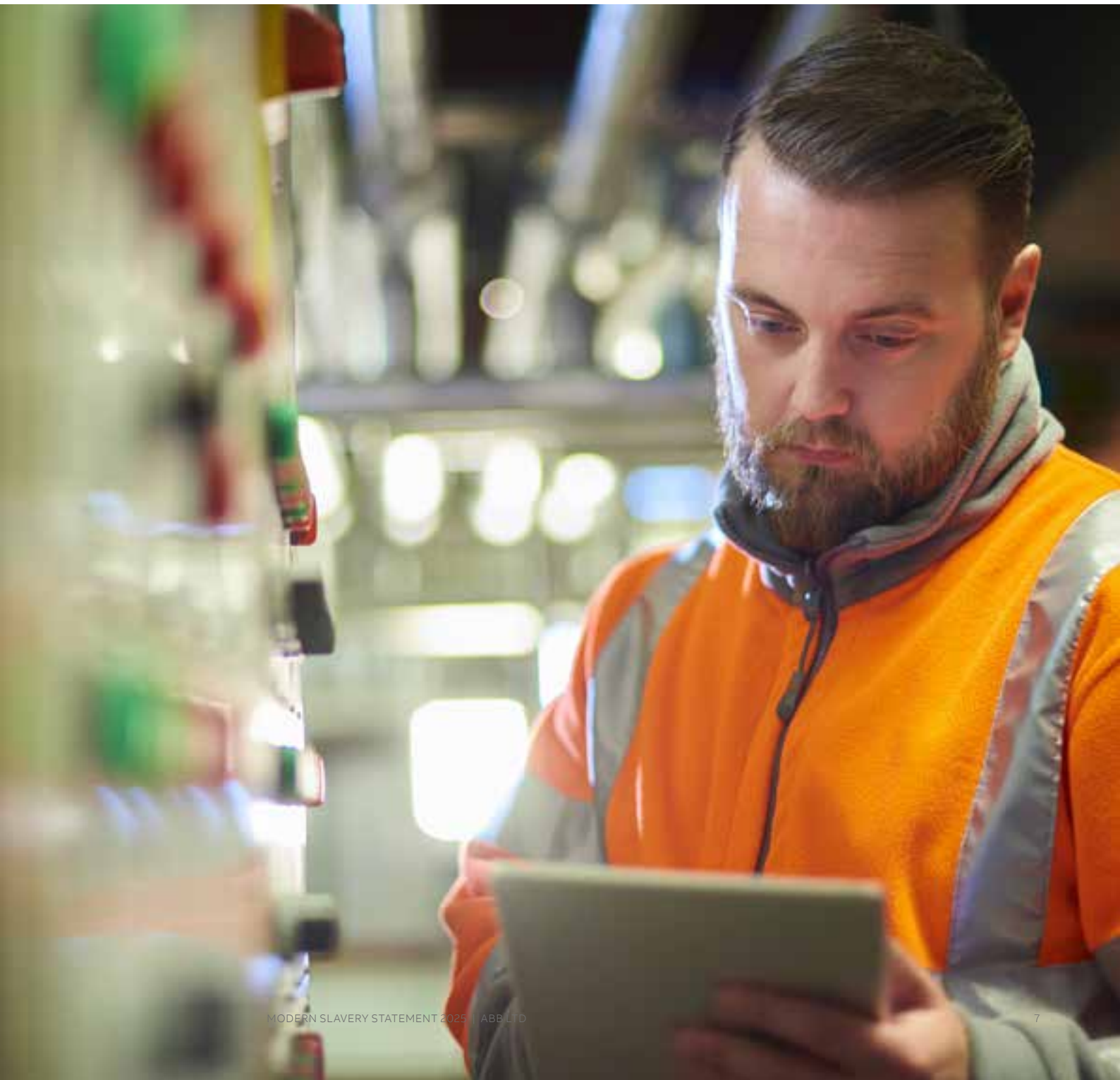
The ABB Supplier Code of Conduct reflects the latest relevant international frameworks, standards and legislation governing ethical and sustainable business practices. It is published in multiple languages and communicates our requirements and performance standards to existing and potential business partners. Adhering to it is part of ABB's procurement terms and conditions and therefore a contractual obligation for our suppliers.

To support the prevention of human rights violations in our supply chain, the ABB Supplier Code of Conduct includes specific requirements regarding child labor, forced, bonded or compulsory labor (or any other forms of modern slavery or human trafficking), harassment, discrimination, as well as the rights of local communities and vulnerable groups. In addition, the ABB Supplier Code of Conduct requires suppliers to conduct human rights due diligence and to disseminate and enforce similar requirements

across their own supply chains. They must report suspected violations to ABB. The ABB Supplier Code of Conduct Implementation Guide describes how suppliers can meet ABB's expectations.

Recognizing the extremely complex nature of child labor and modern slavery, we continue to

emphasize the importance of collaboration and learning from others. We engage with human rights NGOs and are a long-standing and active member of the Global Business Initiative on Human Rights (GBI) and a participant of the UN Global Compact (UNGC).



### 3. Governance

The CEO of ABB Ltd has overall accountability for developing, implementing, maintaining and monitoring compliance with corporate policies. The policies are established by corporate functions, businesses areas and Global End-to-End Process Owners and are mandatory for the Group. Corporate functions, businesses, and Global End-to-End Process Owners are accountable for ensuring that applicable policies are effectively implemented within their scope of responsibility.

The ABB Human Rights Policy and the ABB Human Rights Due Diligence (HRDD) Framework describe how human rights due diligence is implemented and governed across the value chain and outline ABB's approach to responsible business conduct.

- The **ABB Executive Committee** validates the Sustainability Agenda and its implementation, while the **Sustainability Council** acts as the highest operational decision-making body for sustainability.
- Each **Business Area President and Division President** in their respective business has

the responsibility for implementing the ABB Human Rights Due Diligence (HRDD) Framework; **Corporate Function Leaders** are responsible for ensuring the Human Rights Policy is reflected in their functional policies and procedures.

- **The Human Rights Workstream** is the operational decision-making body responsible for leading and coordinating the human rights agenda. It includes Coordinators from each business and corporate function, appointed by the own Business Area President and Functional Lead.
- **Business Area Human Rights Coordinators** are responsible for designing and implementing human rights due diligence within their respective businesses and for reporting on progress. As subject matter experts, they provide guidance and support to ensure that human rights principles are embedded in business decision-making processes. They are supported by a network of **Human Rights Champions**, helping the business execute human rights principles and programs.



## 4. Human rights due diligence

ABB supports and respects the international frameworks to identify, prevent and mitigate human rights risks and impacts, embedding responsible business conduct in business processes, tracking and communicating performance and allowing access to grievance and remedy for potentially affected people.

These frameworks include the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and are set out in the ABB Human Rights Policy and in the ABB Human Rights Due Diligence (HRDD) Framework. The ABB Human Rights Policy describes the ABB commitment to human rights and ABB's human rights due diligence, while the Framework is an internal operative document explaining the processes we take to identify, prevent and mitigate human rights risks and impacts across our value chain. It also describes how we track and communicate our performance and enable access to grievance and remedies for potentially affected people (rightsholders).

### 4.1. RISK AND IMPACT ASSESSMENT

Human rights risk assessments are conducted at Group and business area level. The business area assessments are informed by the high-level ABB Group risk assessment, which considers the human rights risks that are relevant for the company. The analysis incorporates input from a range of stakeholders from relevant functions and countries that contributed with business area and division perspectives. The risk assessments are reviewed annually and updated at least every three years, as well as when conditions change or when new products or markets are introduced, as both value chain and specific risks and contexts can change over time. To assess potentially severe human rights risks in more depth, meaningful engagement with potentially affected stakeholders is performed.

The following are the key elements of ABB's assessment of its human rights issues:

- **Human rights focus:** considering all internationally recognized human rights and labor rights, as listed in the ABB Human Rights Policy;
- **Sources of information:** using relevant internal and external sources and consulting human rights experts;
- **Scope:** considering the company's own operations and its entire upstream and downstream value chain;
- **Risk to people:** assessing risks and impacts from the point of view of potentially affected groups (rightsholders) – inside-out perspective;
- **Prioritization:** identifying salient human rights issues in two steps: as a first step, based on their potential severity – namely how grave the impact would be (scale), how widespread (scope), and how difficult it would be to remedy the resulting harm (remediability) – and, as a second step, based on their likelihood.

ABB has identified the following salient human rights issues:

- Child labor
- Corruption and bribery
- Environmental issues impacting human rights
- Fair employment
- Health and safety
- Human trafficking and modern slavery
- Impact on communities and land rights
- Information security and data privacy

As a result of the Group and business area risk analysis, child labor has been identified as a salient issue due to the severity of potential violations. In our own operations, the likelihood of such violations is low due to systematic age and ID controls. By contrast, in our supply chain beyond Tier 1, the likelihood of child labor is higher, particularly in raw material extraction and processing, as well as in the transport and logistics sectors, especially in “high risk” and “focus”

countries. These countries have been scored as high risk and extremely high risk according to our internal ABB methodology within the Sustainable Supply Base Management (SSBM) Program.

Modern slavery risks are present in the supply chain, particularly in raw material extraction and processing, components manufacturing and assembly, and in the transport and logistics sectors.

#### **4.2. ADDRESSING RISKS AND IMPACTS**

ABB defines and continues to implement appropriate measures to cease, prevent or mitigate adverse human rights impacts based on

the human rights risks and impacts identified, in a continuing dialogue with internal and external stakeholders. Our human rights roadmap is the internal tool to track the implementation of measures to address the identified human rights impacts. While all identified risks and impacts are considered when implementing measures, ABB concentrates its efforts on the most salient human rights issues, including modern slavery and child labor.

Where appropriate, ABB collaborates with suppliers and other business partners to address the identified impacts along the value chain. ABB seeks to engage in a risk-based open and constructive dialogue about human rights-related challenges and to work together with ABB's value chain partners to achieve



continuous improvement. Ending business relationships is only used as a last resort.

**In our own operations**, ABB's Human Rights Requirements and Approved Code of Practice continue to be part of our Health and Safety Management System. In 2025, a new wave of site assessments and audits evaluated our implementation of the human rights due diligence in operations. 129 assessments and 62 audits were undertaken.

**In downstream value chain**, we conduct risk-based due diligence in customer relationships and among channel partners, considering country-specific, partner-related, and sectoral risks. We also assess ABB's level of involvement to help identify and mitigate potential human rights impacts. When risks are identified, internal escalation mechanisms and stakeholder engagement processes are activated, with actions tailored to the complexity of the context and severity of the risks.

The Human Rights Champions support the business by advising risk analysis and appropriate response measures. We continue to explore ways to enhance the effectiveness of downstream due diligence, while building internal capabilities in human rights risk assessment and remediation.

**In upstream value chain**, we rely on our Sustainable Supply Base Management (SSBM) Program and our Responsible Minerals Program to address human rights risks related to our suppliers. As part of our SSBM Program, eligible new suppliers must complete a self-assessment that includes questions on how they manage issues such as labor and human rights, the environment, health and safety, and integrity, as well as how they manage their own supply chains. Depending on the results, further due diligence might be carried out, including mandatory on-site audits according to the Generic Protocol in focus and high-risk countries. Existing suppliers may also be subject to sustainability assessments in focus countries based on our Country-Specific Assessment Protocol.

Following a regular risk review, in 2025 we updated our list of focus countries to reflect both the shifting composition of the ABB supplier base as well as updated risk levels for the countries in which our suppliers are based.

Temporary labor agencies were added as a high-risk sourcing category.

We also reviewed the top ten non-conformities identified during on-site assessments. This list informs our interventions with suppliers, as do the issues reported to our Business Ethics Helpline and their outcomes.

At the end of 2025, 80 percent of our spending on high-risk suppliers in focus countries was covered by our SSBM program, and 86 percent of identified risks were closed.

ABB is an active member of the Responsible Minerals Initiative, where we lead the Asia Smelter Outreach team. ABB commits to sourcing minerals responsibly, as described in the ABB Conflict Minerals Policy. Within our Responsible Minerals Program, we engage with suppliers to get information on the smelters and refiners used within their supply chains for tin, tungsten, tantalum and gold and to move away from smelters and refiners which are deemed high-risk. We have expanded our survey to cover the use of other minerals in our products, engaging with suppliers on cobalt and mica. As human rights risks are especially high in the extraction phase, we emphasize the importance of supply chain transparency and responsible sourcing practices with our Tier 1 suppliers, and are exploring other opportunities to influence upper tiers in our supply chain.

In 2025, ABB had an increased focus on mica, including management engagements with key suppliers to strengthen traceability, transparency, and compliance.

In addition to the above programs, our Third Party Management Program is designed to assess and manage risks present in third-party engagements across the value chain, including suppliers and sales. It involves risk-based due diligence before engagement, structured approval processes, and appropriate ongoing risk monitoring throughout the lifecycle of the relationship.

#### 4.3. TRAINING

ABB continues to run an extensive capacity building program to raise human rights awareness across all organizational levels and to

integrate these considerations into daily business processes. In 2025 we strengthened this approach by introducing a certification process for Human Rights Champions and providing regular opportunities to deepen their understanding of human rights risks and challenges. A refreshed edition of the Human Rights Champions training was delivered, combining e-learning modules with case study analysis, and new pathways were introduced for advanced learning on salient issues. In total, 29 Champions were newly certified during the year.

We also continued to offer targeted training for key functions such as sales, operations, and procurement, aligned with our salient issues like modern slavery and child labor. During the year, 1,267 hours of human rights training were completed across the organization, reinforcing our commitment to embedding human rights into ABB's business processes globally.

Providing training to both internal employees and suppliers is part of our commitment to enhance sustainability performance in our supply chain. In 2025, 223 internal employees and 117 supplier teams were trained on responsible sourcing topics.

#### **4.4. INTERNAL CONSULTATION PROCESS AND ENGAGEMENT WITH STAKEHOLDERS**

ABB's Human Rights Workstream prepared this statement in consultation with corporate functions and relevant personnel in our headquarters in the UK, Australia and Canada. The final draft was reviewed by the Board of Directors and signed by the Chairman.

Engaging with stakeholders is crucial for ABB's strategic direction and business operations. We maintain transparent communication with key stakeholders, including partners, customers, employees, governments, civil society, investors, and suppliers. Regular dialogue helps incorporate their perspectives into ABB's policies and processes.

The annual ABB Engagement Survey invites employees to provide feedback and suggest areas of improvement (employees of ABB E-mobility are excluded due to separate governance and a tailored listening strategy under development).

Results are systematically analyzed and translated into business and functional improvement plans. We cooperate with local work councils and union representatives to ensure that the survey meets local requirements. Available in about 40 languages, the survey is voluntary and confidential. We also conduct specific pulse surveys to gather employee feedback on various topics.

ABB adheres to labor standards set by law or collective agreements, including the EU directive on notice periods for operational changes. We have a voluntary agreement with the European Works Council (EWC) to consult on transnational planned changes affecting many employees. We run our consultation processes with the EWC and conduct local engagements in parallel with countries' practices and requirements. Our Global Labor Relations database ensures compliance with local requirements for complex projects already at an early planning stage.

ABB engages with human rights specialists through peer learning reviews: the Global Business Initiative on Human Rights (GBI), the UN stakeholder forum, the World Business Council for Sustainable Development, the International Code of Conduct Association (ICoCA), and local UN Global Compact meetings. Our Conflict Minerals team collaborates with the Responsible Minerals Initiative (RMI) and engages with smelters and refiners. Locally, we organize supplier events to promote responsible sourcing and share best practices.

In 2025, for example, we held engagement sessions in India to better understand local human rights challenges and explore new opportunities for collaboration and solutions, including in relation to risks in relevant parts of ABB's mineral supply chains.

ABB also continues to lead the RMI outreach to tin smelters in Indonesia for the Responsible Minerals Assurance Process. ABB is the single point of contact for various smelters and refiners in Asia.

These internal consultations and stakeholder engagements support ABB's efforts to effectively assess and address potential risks related to modern slavery and child labor, as outlined in this statement.

#### **4.5. MONITORING OF EFFECTIVENESS**

The implementation of the human rights roadmap is regularly monitored at Group and business area level based on appropriate qualitative and quantitative indicators and feedback from relevant internal and external stakeholders. ABB gathers the necessary information to inform and support continuous improvement and enhance the effectiveness of ABB's Human Rights Due Diligence (HRDD) Framework. The Framework is reviewed periodically and updated as required to ensure that it is consistent with changes in business processes and regulatory requirements, as well as political and societal expectations.

Our human rights programs are proving effective in several ways. As more employees are trained in human rights and labor standards, they increasingly contribute to improving our practices. They provide feedback and suggestions as Human Rights Champions, the designated single point of contact in each business, proposing enhancements to due diligence processes and volunteering to pilot new actions. This year we introduced a new Human Rights Champions certification process to improve their effectiveness in supporting the business.

In our SSBM program, we use the closure of identified risks as a key indicator of effectiveness and report on this annually in our Integrated Report. Additionally, to better focus our supplier development activities on relevant supplier needs, ABB reviewed the gaps identified during supplier assessments executed in 2025 and identified the most common non-compliances. The top ten non-compliances inform our actions in 2026.

#### **4.6. GRIEVANCE AND REMEDIATION**

At ABB, we are committed to a culture of integrity and transparency and encourage our people to speak up. Multiple reporting channels and allegation management processes are available to internal and external stakeholders to address any potential violations of ABB's Code of Conduct or other ABB policies, as well as applicable laws, including matters relating to human rights. Confidential reporting processes are

available for both employees and our broader community of stakeholders, including options for anonymous reporting. Our commitment to non-retaliation applies whenever someone has raised a potential integrity concern in good faith, including through cooperation in an investigation.

Within our multiple reporting channels, ABB's Business Ethics Helpline permits web and phone reporting and is operated by an independent service provider, which forwards the report to a dedicated investigations team within the Legal & Integrity function at ABB headquarters for triage and assignment, and to a local representative of the chosen ABB partner company in EU countries where required by law. All reports are subject to appropriate review and are brought to full closure using systematic processes and tracking systems. An employee or stakeholder who files a report can follow up on the status of their report and continue to engage with the ABB investigator if they choose to do so. The helpline permits reporting on conduct relating to all aspects of the ABB Code of Conduct, including human rights, workplace behavior and violence, and more.

In 2024, we reported two concerns of modern slavery or child labor which remained under review: these cases were found to be unsubstantiated during 2025. No substantiated cases of this nature were reported in 2025.

When adverse human rights impacts are found to be caused or contributed to by ABB, the company is committed to taking appropriate action to remediate adverse human rights impacts, in line with the UNGPs. If ABB finds impacts directly linked to its business relationships, it will use its influence to encourage suppliers and other business partners to respect human rights, whether through collaboration and support, corrective action plans or termination of the business relationship on a case-by-case basis.

The measures that ABB has taken to combat forced labor and child labor did not contribute to a loss of income for vulnerable families. Consequently, there was no need to remediate loss of income in that regard.

## 5. Closing remarks

ABB has been advancing its human rights journey for many years, building a strong foundation to address risks such as modern slavery and child labor. Key elements include the ABB Code of Conduct, the ABB Human Rights Policy and the Human Rights Due Diligence Framework, the ABB Supplier Code of Conduct, and the ABB Conflict Minerals Policy. These are embedded in decision-making processes and supported by extensive training programs, helping us deliver our commitment to human rights.



**Peter Voser**  
Chairman of the Board of Directors  
of ABB Ltd

We are committed to continuous improvement. We strive to enhance the effectiveness and adherence of our human rights approach in line with the UN Guiding Principles on Business and Human Rights and OECD Guidance. This includes refining processes, strengthening due diligence, and leveraging stakeholder dialogue and benchmarking to share best practices and learn from peers and business partners. Through these efforts, we aim to drive progress and ensure the protection and respect of human rights across our operations and value chain.

February 18, 2026

# Annex

## AUSTRALIA

- ABB Australia Pty Limited

## CANADA

- ABB Electrification Canada Inc.
- ABB Inc.
- ABB E-mobility Inc.

## UK

- ABB Cable Management Products Limited
- ABB E-Mobility UK Limited
- ABB Holdings Limited
- ABB Installation Products Limited
- ABB Limited
- B & R Industrial Automation Limited
- W.J. Furse & Co. Limited

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