

## Policy on Modern Slavery & Human Trafficking

**In a world where everything is connected, understanding the impact of our organisation's employment, sourcing and buying decisions is critical.**

Whilst the concept of ethical and responsible procurement is not new, the increase in global sourcing opportunities has highlighted some serious issues in supply chains which must be addressed, including the possibility of forced labour and human trafficking.

These economic and reputational imperatives are also now reinforced within the United Kingdom with legal requirements applying to all companies under the Modern Slavery Act 2015.

As a business based upon responsible, ethical & moral principles, Etex Building Performance Ltd takes such obligations very seriously. We adhere to the Etex Group Code of Business Conduct & Ethics and actively promote a sustainable business philosophy through adherence to :

- The Ten Principles of the UN Global Compact.
- The International Labour Organisation (ILO) Conventions.

The Etex Group of companies expects that all its supply partners uphold and maintain all regulatory and legislative requirements in the country in which they conduct or operate business. Also to be proactive where there is a moral obligation to improve conduct in relation to human rights, enforcing these standards within the supply chain.

**Etex Building Performance Ltd therefore commits to:**

- Making its direct suppliers and employees aware of this policy
- Questioning its suppliers on their monitoring of human rights in their businesses and supply chains
- Conducting a risk assessment of its supply chain based on purchasing category, geographical location and supplier responses
- Mapping areas where risk cannot be discounted and carrying out due diligence where appropriate
- Collaborating with local organisations and third sector partners to manage risk and, if and where necessary, to improve working conditions within its supply chain
- Providing awareness training to its employees on their responsibilities in the conduct of this policy, including the action to take if they have any concern relating to forced labour or human trafficking linked to the company's activities
- Publishing annually before 30 June a public statement of the steps it has taken in the most recent trading year (ending 31 December) to eradicate slavery and human trafficking from its business and supply chain.

The Executive Committee of Etex Building Performance is responsible for ensuring implementation of this policy and will review it annually to ensure its continuing effectiveness.

