

Modern Slavery Statement

Introduction

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking (Modern Slavery). The Geberit Group are totally opposed to such abuse and committed to combatting all such forms of Modern Slavery.

About Us

Geberit Sales Ltd is a UK Limited Company, registration number 6142557. Geberit Sales Ltd is a trading division of the Geberit Group. Geberit Sales Ltd is a subsidiary of the Geberit Group which is a multinational group specialized in manufacturing and supplying sanitary parts and related systems.

Geberit Sales Ltd operates as a supplier of sanitary and drainage systems for commercial and domestic applications. In accordance with section 54 of the Modern Slavery Act which requires that Geberit Sales Ltd publicly reports the steps it has taken to ensure its operations and supply chains are free from human trafficking and slavery this statement relates to our action and activities for the financial year 2017/2018.

Our Supply Chain

Geberit Sales Ltd do not believe that any of its activities within the UK are considered to be high risk of Modern Slavery or human trafficking. In light of the additional clause, referenced "transparency of supply chain" which was added retrospectively to the Act in October 2015, the following detail provides the steps of verification of our supply chain within the Geberit Group.

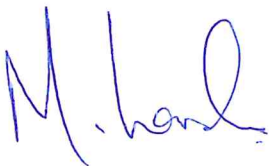
- Suppliers to Geberit Group agree to our policies including human rights (the Modern Slavery Act) as set out in our standard terms and conditions of purchase, to meet approved supplier status.
- Product compliance due diligence processes are in place for all approved suppliers.
- Guidance on modern slavery is provided to our procurement and sourcing professionals to improve the understanding of human rights and supply chain working conditions.
- Audits of suppliers regularly conducted by Geberit Group
- Regular visits to suppliers to monitor and review working conditions and human rights

From a recruitment perspective, our HR team work closely with recruitment agencies and hiring managers to recruit our employees. The majority of our hiring is via our recruitment agency partners. Through robust screening and new starter administration processes we evidence employee identity, career history and ensure their right to work.

Geberit Group and Geberit Sales Ltd maintains internal accountability standards and procedures for employees for failing to meet the standards regarding slavery. Geberit Sales Ltd has implemented several internal policies addressing this requirement, examples are Whistleblowing Policy, Equal Opportunity Policy, Bribery Policy.

Geberit Sales Ltd support customers, clients and suppliers that conduct themselves in a manner consistent with this code of conduct.

MARK LARDEN



Managing Director

Geberit Sales Ltd

12th January 2018