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## **MODERN SLAVERY ACT**

### **MODERN SLAVERY ACT 2015 POLICY STATEMENT – FINANCIAL YEAR ENDING 31<sup>ST</sup> DECEMBER 2018**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Knauf Insulation Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Knauf Insulation Limited has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within business or our supply chain.

## **OUR BUSINESS**

Part of the Knauf group, a family-owned multi-national manufacturer with 40 years of experience in the insulation industry, we are leading the change in smarter insulation solutions for a better world.

We are one of the fastest growing and most respected names in insulation worldwide. We are committed to helping our customers to meet the increasing demand for energy efficiency and sustainability in buildings.

### **Our Mission**

Our mission is to challenge conventional thinking and create innovative insulation solutions that shape the way we live and build in the future, with care for the people who make them, the people who use them and the world we all depend on.

### **Our Vision**



For further information please visit our website <http://www.knaufinsulation.co.uk/>

## OUR INTERNAL POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

### Recruitment Policy

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

### Reporting a Breach of Company Rules or Policies – including Whistleblowing policy

Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains. If an employee suspects any employee, regardless of their seniority, or the Company of committing a serious breach of this policy, they have a duty to report their concerns to a director and should do so without delay. The information will be treated in confidence.

### Our Employee Handbook

This explains the manner in which we behave as an organisation, the rules we all follow, the policies we have in place and how we expect our employees to act.

## RELEVANT MEMBERSHIPS

Knauf Insulation is a voluntary member of SEDEX (Supplier Ethical Data Exchange), and an affiliate member of TISC (Transparency In Supply Chains) Report.

## OUR SUPPLIERS



We continue to have a complex supply chain providing services and goods to our UK manufacturing sites; the majority of our suppliers are based in the UK but some operate from other parts of the world including mainland Europe and USA.

During this financial year we have continued to develop tools and processes to identify and mitigate any risk of instances of slavery human trafficking occurring in our supply chain, some of these are outlined below.

### Supplier Code of Conduct

Available [here](#), a code for existing and prospective suppliers that, amongst other requirements, sets out expected standards of working conditions for staff employed by the supplier – including free choice of employment, no child labour, remuneration and benefits, hours of work and non-discrimination.

### Preferred supplier list

Due diligence is carried out on suppliers before and after allowing them to become a preferred Knauf Insulation supplier. This due diligence can include desk or field-based audits including self-disclosure questionnaires and collation of any accreditations and standards held.

### Trading arrangements

In our latest standard Terms of Purchase and Supply Agreement (available [here](#)), the company reserves the right to terminate a supplier contract at any time should any instances of modern slavery come to light.

As part of Knauf Insulation's trading arrangements, new and existing suppliers are required to demonstrate that:

- They confirm compliance with the Knauf Insulation Code of Conduct for Suppliers

- They have taken steps to eradicate any modern slavery within their business

- They shall notify Knauf Insulation promptly if they become aware, or has reason to believe, that their organisation or any of its agents or subcontractors have breached or potentially breached the Modern Slavery Act 2015

- They hold their own suppliers to account over modern slavery



During 2017, Knauf Insulation obtained BES6001 Accreditation (see [here](#)) across both our Glass and Wood Wool businesses which was supported by and helped the development of our Responsible Sourcing Policy (available [here](#)).

The BES 6001 Accreditation was renewed in 2018 and is valid until August 2020.

## COMBATING SLAVERY AND HUMAN TRAFFICKING DURING 2019

We will continue to develop and embed anti-slavery initiatives into our business, existing supply chain and supplier approval processes during 2019. Initiatives will include:

- Further promotion of the Supplier Code of Conduct and this statement into the supply chain and within our own business
- Review our options for undertaking ethical audits of our supply chain, which may include desk-based audits and third party assessments
- Further develop the process by which we identify and manage any modern slavery risks which may include a risk assessment of our supply chain using third party tools and data

**Neil Hargreaves** – *Managing Director*