

Modern Slavery Statement

Zenith Hygiene Group

Owner/s	HR – Jennifer James, HR Director Buying – Bakhtiar Hanan, Purchasing Director Manufacturing – Tony Clough, Technical Director
Revision Date	28 th September 2018
Review Period	Annually
Summary of Policy	This statement is published annually under the provision of the UK Modern Slavery Act 2015 (the 'Act') which requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chain. This statement refers to the financial year ending 28th February 2019

Modern Slavery Statement 2019

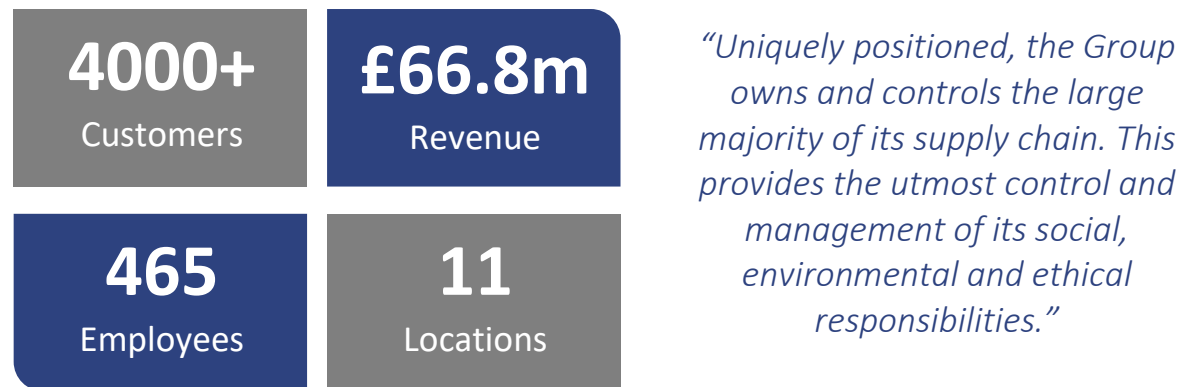
This statement is published under the provision of the UK Modern Slavery Act 2015 (the 'Act') and refers to the financial year ending 28th February 2019. It details the actions Zenith Hygiene Group has taken during the financial year to tackle modern slavery and human trafficking within the Group and its supply chain.

Introduction

Zenith Hygiene is committed to protecting people and the environments in which they work, live and eat in, because hygiene matters. As both a manufacturer and supplier of industrial cleaning and hygiene products, Zenith Hygiene recognises the responsibility to ensure the prevention of modern slavery and human trafficking within its business and supply chain.

The Group Structure and Supply Chain

Zenith Hygiene Group is a UK manufacturer and supplier of cleaning and hygiene products to industrial markets. Headquartered in Hertfordshire, the Group which employs just under 500 members of staff across 11 locations, 9 of which are distribution centres and 2 are research, development and manufacturing facilities, serves more than 4,000 customers operating more than 20,000 sites. Uniquely positioned, the Group owns and controls the large majority of its supply chain. This provides the utmost control and management of its social, environmental and ethical responsibilities.



The supply chain is divided into two separate areas.

1. Chemical (liquid and powder) Products manufactured by the Zenith Hygiene Group from its two manufacturing facilities; Lisburn Northern Ireland and Haydock St Helens.
2. Products sold by Zenith Hygiene Group which are provided from third-party suppliers and manufacturers.

Policies and Controls

The Group's Ethical Trading Policy and Corporate Social Responsibility Policy form the basis of Zenith Hygiene's commitment to ensure that it is acting and trading in an ethical manner and tackling modern slavery and human trafficking. Zenith Hygiene Group works with 273 suppliers. All suppliers to the Group are required to confirm their adherence to the Group's Ethical Trading Policy which details the internationally recognised minimum requirements for worker's welfare and conditions of employment as defined by the Ethical Trading Initiative. Each year, as a reminder, a copy of the Group's Ethical Trading Policy and Corporate Social Responsibility Policy are sent to all suppliers.

Due Diligence and Risk Assessments

Zenith Hygiene is a registered member of [SEDEX](#), the Supplier Ethical Data Exchange, a not-for-profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. This is used for disclosure and transparency of our supply chain to our customer base.

As part of the Group's commitment to ensure quality, its manufacturing site in Lisburn, Northern Ireland is accredited to the Quality Management standard ISO 9001. The Lisburn site further operates to the Environmental Management accreditation ISO 14001 and Health and Safety accreditation 18001. Stipulations of these accreditations involve mandatory assessments of the sites to obtain certification.

Staff Training

To ensure that all employees of Zenith Hygiene Group are aware of the Modern Slavery Act and human trafficking code of conduct, new employees are taken through a summary of the legislation during their induction. All line managers are regularly briefed on the salient points and asked to cascade this appropriately amongst their reporting lines.

Assessment and looking forward

The Group believes in continuous improvement in the prevention of Modern Slavery and will continue to review its Ethical Trading Policy and Corporate Social Responsibility to ensure best practice. Zenith Hygiene Group is confident that the right measures are in place to identify, address and prevent incidences or breaches of the Modern Slavery Act. The Group continue to ensure that both its Ethical Trading Policy and Corporate Social Responsibility are regularly communicated and enforced throughout its supply chain and employee base.