

Modern Slavery Statement of CHRYSO UK Limited

Modern Slavery Act 2015

April 2019

Introduction

This is the modern slavery and human trafficking statement of CHRYSO UK Limited, a subsidiary of CHRYSO SAS registered in France. This statement is made pursuant to s.54 (1) of the UK Modern Slavery Act 2015 (the "Act") and has been adopted by CHRYSO UK Limited as its respective slavery and human trafficking statement for the financial year ending 31 December 2018.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. CHRYSO SAS and CHRYSO UK Limited are committed to combatting all such forms of modern slavery.

In accordance with the requirements of the Act, this statement will be reviewed, updated and published annually and the statement will therefore be reviewed and updated at the end of this financial year.

CHRYSO UK Limited

CHRYSO UK Limited produces chemical admixtures for the concrete and cement industries. CHRYSO UK Limited is a part of the global Chryso Group of companies. Further information on our company structure can be found here [www.chryso-group.com].

The vast majority of CHRYSO UK Limited's suppliers (and supply chain) are EU based. As such, products and materials are largely sourced only from the EU. CHRYSO UK Limited's supply chain also draws on certain supplies to the wider CHRYSO group. Owing to these global suppliers, CHRYSO UK Limited recognises that some countries in its supply chain may present some risk of modern slavery.

As a result of any risks faced by supplies sourced from the UK, as well as in the context of the risks arising from other countries, CHRYSO Group and CHRYSO UK Limited has in place various policies, procedures and processes to address modern slavery risks in its supply chain. These are described in this Statement.

Policies and procedures in respect of modern slavery

CHRYSO companies operate under a CHRYSO group compliance framework which commits the companies to the core labour standards of the International Labour Association (the "ILO") and the 10 principles of the UN Global Compact. These principles have also been incorporated into CHRYSO's Ethical Purchasing Charter and Sustainable Purchasing Charter.

CHRYSO UK Limited follows a code of business conduct which commits CHRYSO UK Limited to conducting business strictly in accordance with all applicable laws and regulations. CHRYSO UK Limited is committed to fair employment practices and to following all applicable labour and employment laws.



INNOVATION IS OUR CHEMISTRY

CHRYSO UK Limited's standard contractual terms of purchase require suppliers, and relevant third parties, to comply with a specific Ethical Purchasing Charter and a Sustainable Purchasing Charter.

Key expectations from the Ethical Purchasing Charter and the Sustainable Purchasing Charter in respect of modern slavery are to ensure that our suppliers and their subcontractors comply with regulations enforced by the International Labour Organisation (prohibition of forced labour and children labour).

Suppliers must not use child labour in any stage of manufacturing. Suppliers are requested to operate in accordance with the ILO convention recommendation of minimum age for admission to employment.

Compensation and benefits must comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits.

Any form of forced or compulsory labour must not be used, and employees shall be free to leave employment after reasonable notice.

Suppliers are expected to adhere to the right of employees to freedom of association and recognition of employees' rights to collective bargaining, in accordance with local law.

Workers must have safe and healthy working conditions that meet or exceed applicable standards for occupational health and safety.

Suppliers must require their own direct suppliers to adhere to the principles of the Ethical Purchasing Charter and exercise diligence in verifying that these principles are being adhered to in their supply chains.

Assessing and managing risk

CHRYSO UK Limited suppliers are assessed against wide ranging criteria during tender / appraisal processes. This includes assessment against the Code of Business Conduct and the Ethical Purchasing Charter. Specific diligence is required by the standard appraisal procedure in respect of health and safety and corporate social responsibility, including diligence in respect of working conditions, employee pay, employee age restrictions and independent employee grievance procedures. The procedure dictates that each supplier has to be approved by the Financial Controller according to such criteria; where these are not met, the relationship will be terminated.

The procedures of CHRYSO UK are regularly assessed against best practice. Part of this assessment is a review of the extent to which modern slavery can be identified and eliminated from its business and supply chain.

Peter Lawrence
General Manager
5th April 2019