

RECTICEL LIMITED

SLAVERY AND HUMAN TRAFFICKING STATEMENT - FINANCIAL YEAR ENDING 31 DECEMBER 2020

Recticel Limited is a member of the international Recticel Group ("Recticel").

Recticel has a policy of operating with a high level of business ethics and integrity, and has created a number of codes and policies to ensure this is the case.

Slavery and Human Trafficking in our Supply Chains

Under Recticel's General Terms and Conditions of Purchase, all suppliers are obliged to:

- Conduct their business in an ethical, correct, transparent, reliable and socially responsible manner;
- Guarantee that neither they, nor their personnel or subcontractors, are engaged in any discrimination, violation of human rights, corruption, violation of antitrust law, child labour, forced labour, slavery or other insufficient working conditions;
- Strictly adhere to the Recticel Supplier Sustainability Requirements ("RSSR");
- Be able to demonstrate adherence to the RSSR on request;
- Fully cooperate with an inspection or audit by Recticel to confirm compliance with these Terms.

The Recticel Supplier Sustainability Requirements include:

- Prohibition of Child labour;
- Prohibition of forced and compulsory labour;
- Health and safety of the working environment;
- Freedom of association and the right to collective bargaining;
- Non-discrimination;
- Working hours and remuneration, including at least one day off in every seven-day period; - Support of, and respect for, the protection of human rights.

Slavery and Human Trafficking in our own Business

We have adopted ethical employment practices, including:

- Rigorous checks that all of its employees have the right to work in the UK
- Setting pay levels above the National Living Wage rates;
- Insisting that employment agencies properly check agency workers and ensure that no bonded labour is supplied

We recognise that, in spite of ethical employment policies, a business might unknowingly employ workers who are subject to slavery or human trafficking by others. We therefore strive for a transparent and open environment in which employees, or their colleagues and managers, can raise any concerns. This includes:

- A confidential Group compliance reporting line for employees who are concerned about any aspect of business operations;
 - Regular discussions with Union Representatives;
 - An Employee Forum drawing membership from all areas of the business.
- This statement has been approved by the Board of Directors.