

Modern Slavery Company Statement

Wavin Limited, including its subsidiary company of Warmafloor Limited, acknowledges its responsibility to the Modern Slavery Act 2015 and will ensure there is transparency within the organisation, including all suppliers of goods and services to the business. This is part of our commitment to abolish modern day slavery and human trafficking, not just from within our business but from across our whole supply chain. As a part of Orbia, the zero-tolerance approach towards modern slavery and human trafficking can be seen throughout our organisation and our practices.

Provisions maintained by Wavin

We do not work with any suppliers who do not comply with the government's modern slavery statement and pride ourselves in operating with only socially ethical partners. Our zero-tolerance approach to modern slavery which incorporates human trafficking is in accordance with our parent company's Code of Ethics. The Orbia Code of Ethics is a moral set of principles and values to which all employees, customers and suppliers must adhere. We do not employ, supply, or trade those who disregard The Code. Everyone who is a part of Orbia has a social responsibility across the planet to ensure our ethical standards are met.

To ensure The Code remains a living set of values, we ensure that all employees, customers and suppliers undergo annual refresher training to ensure the principles remain live and at the forefront of everyone's conduct and behavior. The annual code of ethics training enables us as a company to keep track of our workforce's knowledge as well as allowing employees to regain knowledge. It is also a vital part of business practice to ensure no misconduct occurs across the business.

Wavin will not support or trade with any business involved in slavery or human trafficking. Where there is genuine suspicion of a violation, a full investigation will be held. Where modern slavery or human trafficking is apparent, the appropriate authorities will be notified, and all business transactions and relationships will cease with immediate effect. Wavin have also adopted an open talk policy which can be useful for if any employee across the company felt our statement or code of ethics was being in breached in anyway. In the very unlikely event this may occur, the company would deal with this appropriately.

Within Wavins supply chain, there certainly are higher risks from the importation of goods from our manufacturers all the way to goods leaving our sites and travelling across the country which demonstrates the importance of Wavin enforcing a strong modern slavery policy.

Whilst the Senior Leadership Team are responsible for implementing this policy, we all have a duty of care to ensure that slavery and human trafficking are not taking place within our business or supply chain. If you

have serious concerns about this issue, please speak to your line manager or HR contact. You can also use the Whistleblower reporting procedures in accordance with the Orbia Code of Ethics.

Wavins modern slavery statement is reflective of our own practices alongside Orbia's. Orbia's modern slavery statement can be found here - <http://www.orbia.com/sustainability/policies-and-guidelines/anti-slavery-and-human-trafficking-global-policy/>

This statement will be reviewed annually and updated accordingly.



Neil Norman
People Director – UK and Ireland
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