

Modern Slavery Company Statement

Wavin 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.

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.

In order 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 behaviour.

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.

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.

This statement will be reviewed annually and updated accordingly.

A handwritten signature in black ink, appearing to be "Neil Norman".

Neil Norman
HR Director – UK, Ireland and Nordics
August 2020