



Rely on it.

## **RENOLIT Cramlington Ltd**

### **Modern Slavery Statement 2021**

This statement sets out the steps that **RENOLIT** Cramlington Ltd (the Company) has taken to mitigate the risk of slavery and human trafficking occurring within our business or our supply chain during the financial year ending 31<sup>st</sup> December 2021.

Slavery and human trafficking are abuses of a person's freedom and rights. The Company and its parent company **RENOLIT** SE are totally opposed to such abuses in our operations and in our supply chain.

#### **Our Business**

**RENOLIT** Cramlington Ltd is located in Cramlington, Northumberland and produces PVC veneers predominantly for the windows and furniture markets. Approximately 320 people are employed, mainly in manufacturing operations with supporting sales, distribution and administrative activities.

#### **Our Supply Chain**

The Company purchases the majority of its raw materials from leading international companies or with smaller companies local to the Cramlington site.

#### **Relevant Policies**

The Company and the **RENOLIT** Group are committed to acting with integrity in all of our business dealings and to fully comply with the laws of the countries in which we do business. Many of our existing policies contain sections which are relevant in ensuring that there is no slavery or human trafficking activity in any part of our business or supply chain.

Relevant policies include:

- Code of Conduct
- Bullying and Harassment Policy
- Employee Wellbeing Policy
- Whistle Blowing Policy
- Contractor Management Policy

#### **Training**

All existing employees and new employees, as part of their induction, receive Code of Conduct training. A key aspect of this training is the zero tolerance approach that the Company and the **RENOLIT** Group have to any form of forced or child labour, whether this is in our own companies or associated with our business partners.

#### **Risk Management and due diligence**

We will not work with any supplier we suspect is connected in any way with slavery, human trafficking or child exploitation. As part of our compliance programme, we are continuing to take steps to ensure that we only partner with third parties who act ethically, compliantly and within the law.

#### **Activities in 2021**

As part of our continuous improvement ethos, the Company has taken the following steps to diminish the risk of human trafficking and slavery in its supply chain:

- Regular review of all relevant policies
- Proactively contact live suppliers to require their compliance with our anti-slavery policy and subsequently assess risk of non-compliance
- Added a clause to our Purchasing Terms and Conditions to highlight the need to comply with the Modern Slavery Act 2015

**RENOLIT** Cramlington Ltd does not have any key performance indicators specifically related to slavery or human trafficking. Any instance would be a breach of existing company policies or of national legislation. We do however have internal performance measures linked to business practices that relate to the mitigation of slavery or human trafficking risk.

We monitor and review –

- The number of employees who have completed Code of Conduct compliance training
- Whistle blowing incidents
- Grievances raised
- Supplier ratings (raw materials and packaging)
- Contractor assessments.

This statement has been approved by the Board of Management of **RENOLIT** Cramlington Ltd



Simon Wilson  
Chief Operating Officer  
**RENOLIT** Cramlington Ltd

Date:

25/3/22