



## **RENOLIT Cramlington Ltd**

### Modern Slavery Act 2015 Statement

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 2018.

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 Northumberland and produces PVC veneers predominantly for the windows and furniture markets. Over 300 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
- Purchasing 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 its own companies or in those of its business partners.

### Activities in 2018

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

- Risk assessment programme to identify any potential risks within our supply chain.
- Regular review of all relevant policies.

## Effectiveness and Performance Review

**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.

For example we monitor and review –

- The number of employees who have completed Code of Conduct compliance training
- Whistle blowing incidents
- Grievances raised
- Supplier ratings
- Contractor assessments.

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



**Douglas Ritchie**  
Human Resource Director  
**RENOLIT Cramlington Ltd**

Date 23<sup>rd</sup> January 2018