



## **IKO PLC : 2018 Statement of Compliance**

### **Modern Slavery and the Supply Chain**

The IKO Group of Companies have a family tree spanning over a hundred years in the production of innovative solutions for flat roofs, pitched roofs and the waterproofing industry. Specifier's, installers and building owners alike rely on IKO's proven technical expertise for new build and refurbishment projects, throughout all industry sectors. IKO's continued investment in UK manufacture ensures that we can provide roofing and waterproofing solutions that meet increasingly stringent performance and design requirements.

#### **Structure**

This statement represents the views and practice of the IKO Group of Companies operating in the UK.

#### **Overarching Statement**

Slavery and human trafficking are abuses of a person's freedoms and rights. We are totally opposed to such abuses in our direct operations, our indirect operations and our supply chain as a whole.

#### **Meaning of Slavery and Human Trafficking**

Our understanding of slavery and human trafficking is based on the definitions set out in the Modern Slavery Act 2015 and is guided by the UN Universal Declaration of Human Rights and the conventions of the International Labour Organisation, particularly relating to forced or compulsory labour.

We recognise that Modern Slavery is a complex issue and understand that the term is used to denote human trafficking, forced labour and slavery-like practices such as debt bondage, and the sale or exploitation of children.

- Human Trafficking is the act of recruiting, transporting, transferring, harbouring or receiving a person, through any coercive means for the purpose of exploitation.
- Forced Labour is work or service that is taken from a person under the menace of a penalty and for which the person has not offered themselves voluntarily.
- Debt Bondage is a worker pledging their labour or the labour of others under their control as security for a debt, when either the real value of the work undertaken is never applied to repayment of the debt, or the length and nature of the work that has to be undertaken is never fully defined or limited.
- Sale and Exploitation of children involves situations where children are transferred by one person to another for remuneration or other consideration.

#### **Supply Chain**

Our supply chain is accredited to BES 6001 for responsible sourcing of raw materials and finished products principally related to the manufacture and sale of Roofing and Waterproofing products.



## Risk Assessment and Due Diligence

As part of our initiative to identify and mitigate risk;

- On an annual basis we create a risk profile for our top 100 suppliers rated by annual spend, by reviewing their location, industry sector and potential labour cycle practices. Any suppliers either Tier 1 or 2 that have what is deemed Med/High risk elements within their supply chain will be asked to provide evidence that they are able to comply with the requirements of the Modern Slavery Act 2015.
- All suppliers are required to complete an annual supplier Self- Assessment Questionnaire which includes sections on Quality, Environment and Modern Slavery. This has been updated for 2018 to include notification that failure to supply the required data or confirm their adherence to the requirements of the Modern Slavery Act 2015 will prompt their removal from active supplier status.
- With regard to National and International Supply Chains, our point of contact is with a UK or EU Company or Branch who we expect to be able to demonstrate that they have suitable anti-slavery and human trafficking policies and processes in place.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.
- The company will not support or deal with any business knowingly involved in slavery or human trafficking.

## Training

To ensure a high level of understanding the risks of modern slavery and human trafficking in our supply chains and our business we provide training to relevant members of staff and all Directors have been briefed on the subject. This training is documented and refreshed on a biennial basis.

The Company Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation and its supply chain.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and a copy can be obtained from the HR Department upon request.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Companies human trafficking statement for the current financial year.

Approved By Group Managing Director

Signature :

Print Name : Andy Williamson

Date: 24<sup>th</sup> April 2018