

Parex Limited

Modern Slavery Act Statement

This statement is in accordance with Article 54 of the Modern Slavery Act, 2015.

Parex Limited is a manufacturer of specialist construction chemical products.

We are fully committed to operating ethically and responsibly with regards to all of our activities. As part of our due diligence, we expect that all of our employees, contractors, partners and suppliers adopt the same high standard of integrity in all of their dealings with us. As such we take all reasonable steps to ensure that this is the case.

Before employing staff, we confirm their legal right to work in the United Kingdom by following the steps published on the Government's website – www.gov.uk/legal-right-work-uk.

All temporary staff are employed and supplied by a local agency. They belong to the Recruitment and Employment Confederation, who demand sign-up to the Good Recruitment Charter for all their members. The first requirement of this is to *"[be] fair, legal and ethical in our resource planning and recruitment procedures, with specific regard to actively promoting diversity and inclusion within the workplace."*

We also give training to all employees, including temporary staff. This starts at their induction, and is continued throughout their employment with us. From the start, this emphasises our commitment to the highest possible standards of ethics, health and safety, quality, sustainability and environmental management. All staff are also required to sign an acknowledgement of our Code of Conduct, which is written with these standards at its core.

We operate an Approved Suppliers List. Before trading with us, and in order to continue doing so, we ask all suppliers to complete a Supplier Questionnaire, which is a controlled document within our Business Management System. This document asks several pertinent questions, including how they monitor their supply chain. In particular, we do not tolerate or condone exploitative labour in any form, including slavery or enforced labour of any kind, human trafficking, the employment of minors, or the non-payment of a reasonable wage. Many of our suppliers have traded with us successfully over many years, and our assessment is that the risk of failure to comply with our rigorous standards is zero.

In common with all of our policies and procedures, this Modern Slavery Act Statement is reviewed annually or whenever there is a material change.

Signed Mark Shorrock
Mark Shorrock, Managing Director

Dated 6th November 2018