



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery.

At Kernow Coatings Ltd, we have a zero-tolerance approach to modern slavery and are committed to preventing slavery and human trafficking in our operation and supply chain. This statement sets out the actions that we have taken to mitigate all potential modern slavery risks related to our business and to implement steps to prevent slavery and human trafficking.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards and in particular that;

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

We are not aware of any allegations of human trafficking or slavery activities made against any of our suppliers but if we were, then we would act immediately against the supplier and report it to the authorities.

We confirm that we comply with the following:

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Right to Organise and Collective Bargaining Convention, 1949 (No.98)

Forced Labour Convention, 1930 (No. 29)

Abolition of Forced Labour Convention, 1957 (No. 105)

Minimum Age Convention, 1973 (No. 138)

Worst Forms of Child Labour Convention, 1999 (No. 182)

Equal Remuneration Convention, 1951 (No. 100)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

This statement has been approved by the Board of Kernow Coatings Ltd.