RENOLIT UK Limited

Modern Slavery Statement 2024

This statement sets out the steps that **RENOLIT UK Limited** (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 31st December 2024.

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 UK Limited is located in Cramlington, Northumberland and produces PVC veneers predominantly for the windows and furniture markets. Approximately 340 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 UK based suppliers.

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 2024

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
- **RENOLIT's** Code of Conduct issued to all new suppliers. New suppliers will only be signed off if Code of Conduct has been acknowledged and agreed with.

RENOLIT UK Limited 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 UK Limited.**

Dave Hall
Managing Director
RENOLIT UK Limited

Date: 20/02/25