Modern Slavery Statement 2020



‘Modern Slavery’ encapsulates slavery, servitude, forced or compulsory labour, and human trafficking.

About Wienerberger Ltd.

Wienerberger Ltd. supports and enables the construction industry to create a better future for the built environment. We do this by providing outstanding, sustainable building solutions, long-lasting partnerships and exceptional, enduring careers. Together we are future-building.

Company structure

Wienerberger Ltd. is privately held by Wienerberger AG which, since it was founded in Vienna in 1819, has become the world’s largest producer of bricks and Europe’s largest clay roof tile producer. In 2020 Wienerberger AG generated revenues of € 3.35 billion and operating EBITDA of € 558 million.

In April 2019 Wienerberger Ltd. acquired Building Product Design Ltd. (BPD Ltd.), a specialist provider of roofing accessories. BPD Ltd. now falls into scope of Wienerberger Ltd.’s report as a subsidiary, and the information and key performance indicators presented in this report incorporate progress from BPD Ltd.

Wienerberger Ltd. generated £269million in revenues and BPD Ltd. generated revenues of £24.9 million in 2020. Between Wienerberger Ltd. and BPD Ltd., there are 16 production sites; six distribution depots; four showrooms and two offices situated in Cheshire.

Our supply chain

Wienerberger Ltd. utilises a global supply chain of goods and services to produce bricks, pavers, roof tiles, roofing accessories and provides architectural design services. We source the majority of our raw materials (such as clay, sands, and additives) from within the UK, either from our own quarries or through our strategic partners. Within the framework of our business relations we ensure that we clearly communicate our various policies, processes and procedures with our global supply network addressing modern slavery, sustainability, and ecological and social standards. Wienerberger Ltd. is sharing supply chain management practices with BPD Ltd. to strengthen existing policies, processes and procedures in order to achieve the same standards within BPD Ltd.’s supply chain.

The vast majority of staff working at Wienerberger Ltd. are direct employees, with a small percentage of temporary staff employed though local agencies. All staff at BPD Ltd. are direct employees.

Building on a history of zero tolerance

Wienerberger Ltd., as part of the Wienerberger Group, has ascribed to labour practices since 2001 with the publication of our Social Charter, a public commitment to comply with the recommendations of the International Labor Organization (ILO) and to adhere to the principles of the EU Fundamental Rights Charter.

In 2003 the Group acceded to the UN Global Compact, which consists of 10 ethical business principles including action on human rights, labour standards, environmental protection and preventing corruption. In the context of this Modern Slavery Statement, our commitment to Principle 4: the elimination of all forms of forced and compulsory labour is particularly relevant. The Wienerberger Group publishes a Communication on Progress against the 10 Principles of the UN Global Compact annually.

“When we signed the UN Global Compact in 2003, we officially acknowledged our responsibility as a corporate citizen. We actively promote business ethics and see to it that the ten guiding principles of the UN Global Compact are consistently implemented throughout the Wienerberger Group. To date, our commitment to “good corporate citizenship” throughout the Wienerberger Group has won us wide public recognition”

Heimo Scheuch, CEO of Wienerberger AG.

Wienerberger

In the UK, Wienerberger Ltd.'s brick, paver and roof tile manufacturing operations have been independently assessed against the Responsible Sourcing Standard BES 6001 since 2009. The standard promotes best practice in supply chain management, with auditors mapping our progress against criteria such as raw material traceability, community engagement and ethical labour. We are pleased to report that in 2019 Wienerberger Ltd.'s brick, paver and roof tile products manufactured in the UK achieved an 'Excellent' rating under BES 6001. This is the highest grade of certification available and reflects our commitment to delivering environmental and social value through our own operations and supply chain partnerships. Wienerberger Ltd. also encourages its raw material suppliers to pursue BES 6001 certification to amplify ethical conduct in the supply chain.

Slavery and human trafficking policies

Wienerberger Ltd.'s Modern Slavery Policy sets out the company's approach to combating modern slavery and describes the procedure for reporting a suspected breach of policy. Wienerberger Ltd.'s whistle-blowing hotline is manged by an independent third-party so that concerns can be raised in complete anonymity. The scope of this whistle-blowing hotline service has been extended to cover BPD Ltd.'s operations. BPD Ltd. did not have a dedicated anti-slavery policy prior to Wienerberger Ltd.'s acquisition, therefore BPD Ltd. prepared a new policy for publication in 2021.

Wienerberger Ltd.'s Modern Slavery Policy complements our Responsible Sourcing Policy which holistically addresses the environmental and social aspects of our operations. Wienerberger Ltd.'s policies apply to all individuals working for or on behalf of Wienerberger Ltd. in any form, including agency workers and contractors.

Methods to identify, assess and manage risk

Wienerberger Ltd.'s standard Conditions of Purchase and Supply Agreements contain a clause specifically addressing modern slavery offenses. The clause outlines the expectation that no supplier shall knowingly engage or support activities constituting modern slavery and reserves the right for Wienerberger Ltd. to terminate a contract if a supplier does not implement corrective actions following discovery of modern slavery within their company or supply chain. This process has been strengthened by the appointment of EcoVadis, an international ESG (Environmental, Social and Corporate Governance) rating agency, to assess suppliers' sustainability performance and potential risks. The supplier assessments via EcoVadis are supplemented with further processes, e.g. a monthly screening of all SAP registered suppliers against the international sanctions lists published by the United Nations and the Office of Foreign Asset Control (OFAC).

Wienerberger Ltd. will undertake all reasonable and practical steps to ensure that our standards are being implemented throughout our supply chain. Any instances of non-compliance will be assessed on a case by case basis and we will tailor remedial actions appropriately. Wienerberger Ltd. will only trade with those that fully comply with our policy or those who are taking verifiable steps towards compliance.

When Wienerberger Ltd. and BPD Ltd. welcome new employees, be it on a permanent or temporary basis, we verify every individual's right to work in the United Kingdom, ensure they have the correct skills and qualifications for their role and that they receive a decent wage.

In addition, Wienerberger Ltd. conducts basic Disclosure and Barring Service (DBS) checks for all Board-grade roles, to identify unspent convictions relating to unethical practices. To safeguard against wage theft, employee bank details are also being checked for duplicates within our payroll system. Wienerberger Ltd. also ensures that temporary staff, employed through local agencies, receive the same wages as our permanent staff in comparable roles.

Employee training

At a minimum employees at Wienerberger Ltd. and BPD Ltd. should understand how to identify potential victims of modern slavery and how to report suspected cases. Bespoke awareness training has been deployed to the workforce through a combination of toolbox talks and team briefings. The training consists of a briefing and a bespoke animated video, both explain how to identify and report suspected cases of modern slavery. Learning is reinforced with posters for canteen notice boards and take-away cards for staff detailing the key learning points and contact information. Wienerberger Ltd. is now supporting BPD Ltd. with the roll out of modern slavery awareness training for employees.

Summary of progress

Each year Wienerberger Ltd. reports upon progress using three key performance indicators:

1. Number of whistle-blowing cases raised

In 2020 one whistle-blowing case was raised and investigated. A suspected case as reported in good faith, however an internal investigation determined there was no instance of modern slavery. This demonstrates that Wienerberger Ltd.'s employees understand the whistle-blowing procedure and feel confident raising concerns. Zero cases were raised at BPD Ltd.

2. Number of modern slavery cases identified

Zero instances of modern slavery were identified in 2020. However, we recognise that deeper risk assessments and specialist staff training will increase our confidence in 'zero instance' reports.

3. Percentage of employees trained on modern slavery risks and prevention

To date 34% of Wienerberger employees have received the modern slavery awareness training. The foundational modern slavery awareness training will be redeployed to all employees in 2021 following the launch of an online learning platform. This new training distribution procedure should increase the percentage of employees receiving modern slavery awareness training.

"The Wienerberger success story began 200 years ago and we have always felt a responsibility for generations to come. Today we scrutinize those we do business with more critically than ever, challenging our partners to take responsibility as well."

Heimo Scheuch, CEO of Wienerberger AG.

Signed on behalf of the Board of Directors



Keith Barker
Managing Director, Wienerberger Ltd.

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