# GEO Specialty Chemicals UK Ltd

July 2024

## INTRODUCTION

GEO Specialty Chemicals UK Ltd (GEO UK) supports the elimination of all forms of modern slavery, including forced labour, child labour and human trafficking. Exploitation in this area is at odds with our values and our commitments to respecting the rights of our workforce. We will continue to take actions as necessary to safeguard the rights of our employees and contractor personnel, building on our policies and processes.

## OUR ORGANISATION, STRUCTURE AND SUPPLY CHAIN

GEO UK is a manufacturer and leading supplier of specialty chemicals to the global chemicals industry, and is part of CPS Performance Chemicals Group, with manufacturing facilities based at Hythe, Hampshire. With a turnover of around €85 million a year, we have customers all over the globe, whilst employing around 140 people in the UK (of whom about 25 work in our supply chain) GEO UK has around 500+ suppliers globally illustrating the complexity of our business.

We set expectations for how our business should conduct its activities. These are included in our policies and operating framework. Each part of the business is required to conduct its activities delivering conformance with these expectations and to manage risks associated with these activities, including modern slavery.

## OUR POLICIES & VALUES

Although the legal and regulatory environment in which we operate is broad and complex, we are committed to ethical business practices and compliance with all applicable laws and regulations in conducting our business.

Every employee and agent of GEO UK must conduct business in strict compliance with all applicable laws and with CPS Performance Chemicals policies and procedures. They must also avoid any activity in the conduct of GEO UK's business that may have the appearance of being illegal, unethical or disloyal to the interests of the CPS group.

We care about how results are achieved. We earn the respect of our customers, our suppliers, our employees, our communities, and our shareholders by demonstrating honest and ethical behaviour in all activities. We are committed to ethical business practices and compliance with all applicable laws and regulations in conducting our business.

We are committed to the continual improvement of all business processes and to adopting best practice frameworks to assist us in meeting our objectives.

We are committed to taking care of our employees, ensuring they are properly trained and fostering an atmosphere where individual contribution is valued without regard to actual or perceived gender, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We believe that teamwork is essential to the success of our business. Our belief in the team requires a commitment from all employees to a spirit of mutual respect, openness, cooperation and trust.

We address failure of our employees to adhere to our policies and values: this may involve in some cases disciplinary action. Similarly, contractors and suppliers are expected to act in a manner consistent with our expectations or their contractual obligations, we work with them to resolve issues as they arise to improve situations or in some cases terminate contracts where no corrective action has been carried out.

We care about what our employees, contractors and suppliers have to say when working for us. We listen and encourage open and honest communication within the organisation when something is not being done correctly so that we improve as an organisation.

## MANAGING MODERN SLAVERY RISKS

We expect all of our contractors and suppliers to act in accordance with the standards set out in our contract terms and conditions, these specifically require suppliers and its sub-contractors businesses to be free from slavery and human trafficking as defined by the modern slavery act 2015

Existing supply contracts have had requests for modern slavery statements and policies.

Our own recruitment procedures involve age verification checks to ensure against child labour.

## TRAINING

Our aim during 2024 is to further strengthen our employee awareness on Modern Slavery & Human Trafficking, we will give training to our managers and employees working directly in our Supply Chain and Human Resources areas, this training will give employees more understanding of Modern Slavery awareness.

Following on we will assess the need for wider training for other employees within the organisation.

## NEXT STEPS

- Continue to source its supplies in a responsible manner;
- Include modern slavery contractual provisions in its contracts with existing and new suppliers;
- Expect and require its suppliers to operate in full compliance with all applicable laws;
- Continue improving our understanding and management of modern slavery risks over time;

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes GEO Specialty Chemicals UK Ltd's Modern Slavery and Human Trafficking Statement for the financial year ended 31st March 2025.

Simon Haythornthwaite
Managing Director GEO Specialty Chemicals UK Ltd