



Modern-day Slavery and Human Trafficking Policy and Review 2015

The Aliaxis Group (Aliaxis) welcomes recent legislation, including the Modern Slavery Act 2015 (the Act) in the UK, designed to protect communities and individuals from the crime of modern slavery. We are committed to developing and improving processes throughout our global organisation that prevent the use of slavery or human trafficking either in our own companies or across our supply chain.

Code of conduct - 2015

During 2015, Aliaxis issued an updated Code of Conduct that reminds all employees of the Group of their responsibility for maintaining the very highest standards of ethical behaviour. This includes the requirement for employees to “deal fairly and honestly with the Group’s employees, shareholders, customers, suppliers and competitors.” It also requires that no employee “take unfair advantage of anyone through manipulation, concealment,, or any other unfair business practice.”

The Code of Conduct requires that every employee “comply with all applicable laws, rules and regulations”. Although, currently, anti-slavery legislation does not exist in every country in which the Group operates, Aliaxis is committed to applying the same standards required by the Act in all parts of its operations.

Employees are encouraged to report violations of the Code of Conduct of which they become aware.

Due diligence

Aliaxis has six divisions with operations in Europe, North America, Latin America, Asia, Australasia and Africa. The Group recognises the challenge that this presents in ensuring that slavery and human trafficking is not taking place in any part of its organisation or in any of its supply chains throughout these jurisdictions.

We can report that, during 2015, no instances of slavery or human trafficking have been reported within our organisation or have come to our attention in any of our supply chains. Nevertheless, we are not complacent about the risks of such activity taking place.

In order to develop an appropriate and proportionate approach, during 2016 Aliaxis will be undertaking an assessment across its divisions to identify the degree of risk to individuals and communities in each of our operational areas from modern slavery. The assessment will include identification of the steps that should be taken by each division to prevent such risks from impacting on any of our employees or people used within our supply chains.

Training

Our staff receive training in ethical issues. In 2016, training will be provided across the divisions to help employees to identify the signs of modern slavery and the steps they should take to report their concerns.

Martin Gisbourne
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