



## **Group Policy: Synthomer Modern Slavery Statement 2016**

### **Our business**

Synthomer is one of the world's major suppliers of aqueous polymers with leadership positions in many markets including coatings, construction, textiles, paper and synthetic latex gloves. With the acquisition in 2016 of the Performance Adhesives and Coatings (PAC) business, Synthomer grew its global manufacturing network and introduced new products, geographical strength and capacity to support future growth.

Synthomer has its operational headquarters in London, UK, and provides customers focused services from regional centres in Harlow, UK; Marl, Germany; Kuala Lumpur, Malaysia; and new in 2016 Atlanta, USA.

### **Corporate Responsibility and our Policies**

Synthomer is committed to approaching its business in an ethical and environmentally sound manner and has been committed to the International Council of Chemical Associations' (ICCA) Responsible Care project since the early 1990s.

Our work in this area has been highlighted through the Group's inclusion in the FTSE4Good Index since 2004.

The FTSE4Good index is operated by FTSE and highlights the performance of stock market listed companies against a range of environmental, social and governance criteria. To be eligible for inclusion in the index companies must demonstrate a high level of commitment in areas such as climate change, environmental management and human rights.

Our global code of conduct is governed by a wide range of policies which we adopt to ensure our daily business is conducted in a professional and responsible manner. These policies play a key role in maintaining our reputation with our internal and external stakeholders. They also set out the standards to which we hold ourselves, our employees and our business partners.

Our Equal Rights, Diversity and Human Rights policy includes our responsibility to follow all applicable laws and regulations as well as a complete prohibition of forced, compulsory and child labour.

### **Due diligence process**

Synthomer employs multiple assessment processes before a vendor is on-boarded and approved for purchase and use. A periodic review of key suppliers is carried out to assess performance of the supplier for criteria covering technical support, commercial performance, reputation including REACH and local regulatory compliance. The business will continue to carry out supply chain risk reviews and continue to build and improve the raw material and vendor on-boarding processes and procedures.

**Risk Assessment**

In 2016 we ran an initial awareness training and risk assessment session with our procurement team from around the globe to assess the risk of modern slavery in our supply chains. We concluded that whilst our business is not facing a high risk of these forms of exploitation, we cannot yet adequately be assured that they are completely absent.

**Our next steps**

Synthomer is committed to ensuring that there is no modern slavery in our business or any of our supply chains. During the course of 2017 we will be reviewing the effectiveness of our policies and supplier due diligence processes to reduce further the potential for modern slavery within our business. Our approach will be prioritised towards the areas identified to be at higher risk.

This statement was approved by the Board of Synthomer plc on 27 April 2017.

**Calum MacLean**

Chief Executive Officer – Synthomer plc