



Modern-day Slavery and Human Trafficking Statement 2017

The Aliaxis Group is committed to maintaining the highest ethical values in its dealings with employees, clients, suppliers and those employed in our supply chain. It has the stated aim of wanting to improve people's lives by living those values and by making a difference, shaping a better, sustainable tomorrow.

This includes actively working to prevent the use of modern slavery or human trafficking.

Aliaxis, its Code of Conduct, culture and governance

Aliaxis is a global leader in the manufacturing and distribution of advanced plastic piping systems with a global workforce of almost 16,000 persons operating in over 45 countries.

Aliaxis considers people to be key to its success and, during 2017, has rolled out a new interactive training programme designed to promote a common culture and to share Aliaxis values with every employee in the Group. These values are underpinned by the Aliaxis Code of Conduct which every employee is expected to apply.

The Code of Conduct enshrines the values of honesty, integrity, fairness, deterring wrongdoing and complying with applicable laws, rules and regulations in all the countries where the Group operates. Although the Modern Slavery Act 2015 ("the Act") is UK legislation, its aims and requirements are in complete harmony with Aliaxis own culture and values.

Aliaxis takes seriously its social responsibility and expects those with whom it trades to reflect similar ethical values in their dealings with their own employees and suppliers. Responsibility for these matters rests ultimately with the Board of Directors of the Group in Brussels. Day-to-day management of responsibilities arising from the Act in the UK, however, rests with company directors and senior managers in the UK.

Employees who may have concerns that an individual may be the victim of modern slavery or human trafficking are encouraged to raise these concerns with their line manager, if they feel comfortable in doing this, or with more senior managers. All such reports are taken seriously and acted upon. Employees are also given information about how they can report such concerns directly through the Government helpline. In addition, we operate a Whistleblowing Policy and as part of this have long been a supporter of Public Concern at Work, the leading whistleblowing charity in the UK. This provides our staff access to an independent organisation if they wish to raise any concerns, which could include any issue surrounding modern slavery or human trafficking.

Our supply chain

It is a part of our standard audit process when taking on new clients or suppliers to undertake due diligence on each prospective business partner in order to confirm both regulatory compliance and high ethical standards on the part of those who wish to trade with us.

Existing suppliers have been asked to confirm the steps they are taking themselves to combat modern slavery and ensure that modern slavery is not taking place in their own supply chain. Over 40 of our suppliers have cooperated with us to date and have provided their own commitment to combat practices associated with modern slavery. This programme will continue in 2018.

Many of our larger suppliers are themselves subject to the requirements of the Act and have supplied copies of their own Statements complying with the Act. Other, smaller organisations have been asked to provide a commitment to combating modern slavery in their own operations. During 2018 Aliaxis is undertaking the implementation of a Europe-wide Supplier Evaluation program. In addition to assessing the quality and reliability of supply of the supplier's products, focus is given to a supplier's ethical stand and their commitment to Corporate Social Responsibility regarding human rights, labour, the environment and anti-corruption measures. Specifically, suppliers are required to indicate their commitment to combating modern slavery and human trafficking and their compliance with the Act, where applicable.

The results from these assessments strongly influence our decision to begin or continue trading with a supplier. In the UK, this program will focus initially on our top 25 suppliers representing over 80% of our purchasing spend. We will be sharing the results of our assessment with each supplier as we wish to exert a positive influence on behaviour rather than simply refusing to engage in trade.

We will be updating our Standard Terms and Conditions to include a clause specifically requiring a supplier to be committed to combating modern slavery and human trafficking.

Staff training

Although written commitments from our business partners to combat modern slavery are important, we believe the eyes and ears of our own employees who share Aliaxis values can be the most valuable asset in detecting modern slavery and acting in behalf of victims.

To this end, during 2018 we will continue the training of employees, from leadership level and down, to remain vigilant to the signs that a person may be the victim of such abuse whether within Aliaxis, among temporary staff supplied by another company, when visiting a supplier or client, or even outside of the working environment. Specific guidance is given as to what reporting action should be taken when a case of such abuse is suspected.

In 2018, it is planned that we will use display screens and leaflet dispensers in employee rest rooms and other locations to raise awareness of the issue of modern slavery among staff.

In these ways we hope to make a positive contribution in combating modern slavery in our society.


Ongoing commitment

Once again, we are pleased to confirm that during 2017 there were no instances of slavery or human trafficking that were reported within our organisation or that have come to our attention in any of our supply chains.

Nevertheless, we are not complacent. At Aliaxis we want our trading partners to be convinced of our high ethical standards, including our commitment to combat modern slavery and human trafficking, and to share a similar commitment.



Martin Gisbourne
Regional Vice President UK EMEA



Stan James
Managing Director, dhM Plastics Limited

11 May 2018