

## Modern Slavery and Human Trafficking Statement for year ended 31 December 2020



### About this statement

Aliaxis is a global leader in the creation of sustainable and innovative solutions for water and energy with a global workforce of over 15,500 people operating in over 40 countries.

In the UK, 800 employees are employed by two Aliaxis companies – dhm plastics Ltd and Glynwed Pipe Systems Ltd. As part of an overall group, we are committed to maintaining the highest ethical values in our dealings with employees, clients, suppliers and those employed in our supply chain.

Our aim is to improve people's lives by living our values of **commitment to care, passion to build** and **connect to win**, and by making a difference, shaping a better, sustainable tomorrow.

Whilst we see no evidence of slavery within our supply chain, our Modern Slavery and Human Trafficking Statement is our response to the UK Modern Slavery Act 2015 and our commitment to actively work to prevent the use of modern slavery and human trafficking.

### Our supply chain and risk assessment process

Our standard audit process, when taking on new clients or suppliers, is 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.

New and existing suppliers are 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.

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.

A European supplier evaluation program commenced in 2018 which was designed to assess the quality and reliability of supply of the supplier's products but with focus also given to a supplier's ethical stand and their commitment to corporate social responsibility. 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. We share 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.

Our Standard Terms and Conditions include a clause specifically requiring a supplier to be committed to combating modern slavery and human trafficking.

Our ability to audit suppliers in 2020 was impacted by Covid and this will persist through to the third quarter of 2021. In place of the supplier visits we launched an online supplier questionnaire in June 2020 which asked suppliers to confirm compliance with the Modern Slavery Act and to upload their related Policies. We will maintain the supplier survey for 2021 to assist us in focusing on vendors with a perceived higher risk when we are able to carry out site audits hopefully in the second half of 2021.

### **How our employees help tackle modern slavery**

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 on behalf of victims.

#### *Onboarding*

As part of our onboarding process, we share our Modern Slavery and Human Trafficking policy with employees. This shares our commitment to prevention of modern-day slavery and starts to embed our values and approach with new employees.

#### *Training*

On employment, we train our employees on our Code of Conduct which enshrines the values of honesty, fairness, deterring wrongdoing, complying with applicable laws, rules and regulations, and safeguarding. Although the Modern Slavery Act 2015 ("the Act") is UK legislation, its aims and requirements are in complete harmony with our own culture and values.

#### *Whistleblowing*

Employees who may have concerns that an individual may be the victim of modern slavery or human trafficking are encouraged to raise concerns with their line manager if they feel comfortable in doing this, or with more senior managers. In 2018 we partnered with Protect (leading experts in whistleblowing) to offer a confidential advice line to all employees. In 2019, our HR Directors received refresher training by Protect and plans presented to the companies in March 2020 however did not take place because of priorities, furlough and restrictions of Covid and in 2021 the post Covid approach will be reviewed.

### **Ongoing commitment**

Once again, we are pleased to confirm that during 2020 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.

We remain committed to combating modern slavery and human trafficking and we continue our endeavour to be a positive influence on society and our trading partners by maintaining our own high ethical standards and by expecting them to share a similar commitment.



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Glynwed Pipe Systems Ltd



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