

## **ANTI-SLAVERY STATEMENT**

### **Introduction**

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Members of our team are expected to report concerns and management are expected to investigate and act upon them.

### **Policy**

Tecniplast UK Limited has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

### **Company Structure**

Tecniplast UK Limited is a subsidiary of Tecniplast Group. The Group supply equipment to the life sciences and pharmaceutical industry used in biomedical research and production. The Group's main manufacturing plants are based in Italy and have an extensive supply chain, which procures in excess of £41 million per year. They work with a wide range of suppliers, sub-contractors and partners, each of which have their own sub-contractors, affiliates and associated entities. Tecniplast Group is mainly connected to multiple entities within mainland Europe, and the US through numerous contractual relationships which spread across many third countries.

### **Due Diligence Processes**

Tecniplast SpA, use a risk and evidence-based methodology to rigorously audit their suppliers. This involves regular visits to key suppliers' production sites, not only assessing the quality and timeliness of the goods supplied but ensuring that the status and conditions of the suppliers' workers not only meet all statutory requirements, particularly in regard to minimum wages and hours of working, but also work in a safe environment, with employees' human rights respected by Management. Evidence that the supplier has also made similar checks on their suppliers is also required. Tecniplast SpA encourage their supply chain by using this process to continually improve all aspects of supply and compliance.

Tecniplast UK, where possible, builds long-standing relationships with direct suppliers and makes clear our expectations of business behaviour in the form of Supplier Service Level Agreements. We expect these organisations to have suitable anti-slavery and human trafficking policies and processes. We expect each entity to adopt 'one-up' due diligence on the next link in the chain because it is not practical for us to have a direct relationship with all links.

We have in place systems to encourage our employees to report concerns and to protect whistleblowers.

### **Creating an Awareness of the Policy Within Tecniplast UK**

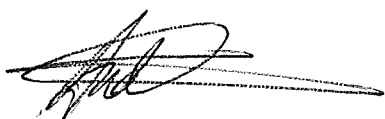
Training on this policy, and on the risk our business faces from modern slavery in its supply chain is provided throughout Tecniplast UK. All senior managers within the Company

have undertaken on-line training courses on modern slavery as well as equality and diversity. They will also participate in regular refresher programmes. Existing staff have been provided with relevant training by their managers and have been made fully aware of their responsibilities. New employees will be provided with similar training as an integral part of their induction programme.

**Breaches of the Policy**

A breach of the policy by an employee will result in a disciplinary investigation for gross misconduct being undertaken which could result in summary dismissal if the employee is found guilty.

Tecniplast UK will terminate business agreements or relationships with suppliers, contractors and business partners working on our behalf, if they are found to have breached this policy.



Signed by: ..... Andrew Humes

Managing Director, Tecniplast UK Ltd

Date: 13th January 2020