



UK Modern Slavery Act

STATEMENT FOR THE FINANCIAL YEAR 2022

Introduction

This statement is made on behalf of Kersia UK, which incorporates Holchem Laboratories Limited and Kilco (International) Limited, pursuant to section 54(1) of the Modern Slavery Act 2015, and comprises its slavery and human trafficking statement.

This statement relates to the actions and activities taken to identify and prevent all modern slavery and human trafficking in our own operations and supply chains during the financial year 01 January 2022 to 31 December 2022. We understand our responsibilities and are committed to improving our practices to ensure our supply chains are free from slavery and human trafficking.

About Kersia's organisation, structure, business and supply chains

Consistently reviewing and developing new products, technical solutions and systems that can reduce cost and increase efficiency for its customers, the business has grown to become a leading supplier of hygiene solutions across the UK and Ireland in the farm, food processing, brewery & beverage, dairy and foodservice & facilities sectors, "from Farm to Fork". Kersia UK continues to deliver hygiene solutions through technology and an unparalleled commitment to service levels.

Covering every individual process step of supply, from innovation to marketing and including production, our supply chain ensures high quality raw materials, labels and packaging. We include within our supply chain, hardware and software for information technology, consumables, and other services from suppliers based all over the globe. Wherever possible, Kersia UK sources locally the raw materials it uses in its formulations, with many of them such as caustic soda, sodium hypochlorite and quaternary ammonium compounds sourced within the North-West of England where one of the production facilities is based. For further information about us please visit our website <https://www.kersia.uk>

Kersia's rules and policies on slavery and human trafficking

Our policies, supported by the board of directors and senior management, in relation to slavery and human trafficking include:

- Anti-corruption & bribery policy

- Anti-harassment & bullying policy
- Equal Opportunities policy
- Ethical Trading policy
- Slavery & Human Trafficking Statement
- Whistle Blowing policy

In addition, as a member of the Kersia group of companies the Kersia Code of Ethics applies to all employees and managers, regardless of their employment status – permanent or casual (employee, temporary staff, trainee, etc.). It also covers its activities with third parties (subcontractors, suppliers, external service providers, public authorities, professional associations, etc). Consequently, every employee supports the same basic principles in relation to human rights, equality, diversity, non-discrimination, non-harassment, health and safety, environmental protection and integrity.

Kersia has zero tolerance to slavery and human trafficking. The group does not employ children within its operations. The welfare of our workforce is crucial for our continued success and we will not tolerate forced labour (including human trafficking) or child labour in our operations within any part of our group or supply chains.

As set out in the Kersia Code of Ethics, we expect all our business partners to comply with these principles, including, for example:

- The principles of the United Nations Universal Declarations of Human Rights
- The core labour standards of the International Labour organisation (ILO)
- And the UK Modern Slavery Act 2015

Due diligence processes in relation to slavery and human trafficking in its business and supply chains

Kersia UK regularly conducts audits of its own manufacturing premises to ensure group-wide compliance.

Sedex is a membership organisation that provides one of the world's leading online platforms for businesses to manage and improve working conditions in global supply chains. It provides practical tools, services and a community network to help businesses improve their responsible and sustainable business practices, and source responsibly. Kersia are a member of Sedex and as such have carried out our own Self-Assessment in line with Sedex requirements.

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we operate we have implemented a specific tool (a software called RiskRate, edited by Navex Global UK Ltd) for checking the compliance of partners with whom

all the Kersia group subsidiaries work in order to protect, advise and anticipate the occurrence of a risk that could have harmful consequences. It is notably checked if our partners are suspected or have been convicted of certain crimes or offences including slavery, compulsory labour and human trafficking, and more generally of human rights.

Where slavery or human rights issues are identified in our global supply chains, as well as any non-compliance behaviour with our Code of Ethics, we will work with our partners to address any concerns as quickly as possible. We reserve the right to discontinue supply or delivery from or to any business which fails to meet our rules and policies.

The business maintains a legal register to ensure compliance with relevant workplace legislation including the Human Slavery Act 2015. Information regarding slavery and human trafficking is given to staff during induction training and is available via the group's Staff Handbook.

In order to assess its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chain we have a schedule of planned internal audits.

Reporting

Reports of suspected non-compliance in connection with activities of Kersia and its partners, including activities that harbour a risk of slavery, compulsory labour or human trafficking, can be forwarded to the relevant line manager, to the Companies' Directors and Managing Director, to the Kersia group legal and compliance department, or to members of Kersia's CSR Committee.

This can be done in person, electronically, in writing or by phone or by the internal whistleblowing system to which every Kersia employee has access. This can be done either anonymously, or the person(s) reporting the violation can also identify themselves.

If it is found that a violation has indeed occurred, appropriate steps are taken to remedy the identified failings in compliance with the relevant internal procedure. We have not received any reports of concerns in relation to slavery or human trafficking within our group or supply chain in the last financial year.

*This statement has been approved by the board of directors and is signed on behalf of Kersia by
Stuart Middleton, Managing Director, April 2023.*

