

## **U-POL Holdings**

### **Slavery and Human Trafficking Statement**

#### **Introduction**

Slavery and human trafficking remains 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. Staff are expected to report concerns and management are expected to act upon them.

#### **Organisation Structure**

We are a manufacturer of and provider of automotive refinish products including glass-fibre kits, bodyfiller, coatings, plastic repair, sealants and adhesives. U-POL Holdings Limited is the parent company its wholly owned subsidiary. U-POL Limited, the principal trading company.

The group has an annual turnover of c £70 million.

#### **Our Supply Chain**

Our Supply Chain includes the sourcing of raw materials principally related to the provision of chemicals and packaging.

#### **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

As part of our initiative to identify and mitigate risk-

- Where possible we build long lasting relationships with our suppliers and make clear our expectations of business behaviour.
- With regards to national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain, ultimately to the field or utility generator.
- We have in place systems to encourage the reporting of concerns and the protection of whilst blowers.

#### **Supplier Adherence to Our Values**

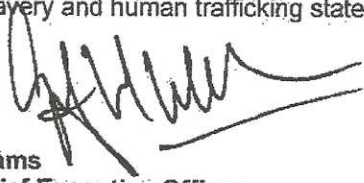
We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

## Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

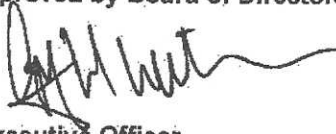
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.
- Periodic formal review with our suppliers in supply chain

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.



**Guy Williams**  
Group Chief Executive Officer  
U-POL Holdings Ltd

Signed and Approved by Board of Directors:



**Guy Williams**  
Group Chief Executive Officer

Date: 25/03/21



**Mike Coombes**  
Chief Financial Officer

Date: 25/03/21