



Modern-day Slavery and Human Trafficking Statement for year ended 31 December 2018

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 commitment 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 over 16,000 persons operating in over 45 countries.

Aliaxis considers people to be key to its success. Since 2017 Aliaxis has rolled out training programmes designed to promote a common culture sharing 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. In 2018, we partnered with Protect (leading experts in whistleblowing) to offer a confidential advice line to all employees. Plans for 2019 include manager training to strengthen our internal arrangements and encourage 'speak up' arrangements.

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.

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 Europe-wide Supplier Evaluation program commenced in 2018 which is 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 have been updated during 2018 and now include a clause specifically requiring a supplier to be committed to combating modern slavery and human trafficking.

An annual review of our suppliers includes selective audit visits and particular attention is given to those sectors where the risks of modern slavery taking place is considered to be higher.

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.

We continued 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. In 2019, our HR Directors will refresh their training with Protect and we will be developing our personnel onboarding and induction practices to include specific guidance to employees around what reporting action should be taken when a case of such abuse is suspected.

In 2019, we will continue to use our 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 2018 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.

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



S. James
Director

30 April, 2019