

GEO Specialty Chemicals UK Ltd

Modern Slavery & Human Trafficking Statement 2018

COMMITMENT

GEO Specialty Chemicals UK Ltd is committed to the elimination of all forms of modern slavery, exploitation, coercion and trafficking. This commitment applies to all people involved in the supply of our products and services including our own employees, suppliers, and logistics providers

We aim to fulfil this commitment by understanding and reviewing the risks inherent in our supply chain, re-enforcing our values and policies with our customers, employees and suppliers, by providing appropriate training for our employees and by monitoring risk and performance at our senior management level.

OUR ORGANISATION, STRUCTURE AND SUPPLY CHAIN

GEO Specialty Chemicals UK Limited manufactures and supplies a range of specialty chemicals to the chemical industry worldwide. We supply our chemicals from our UK facility to over 45 countries. We also source our supplies and materials globally.

The vast majority of our commercial relationships have been in place for many years, and our partners have global reputations for ethical business practices. Our supplies are usually delivered directly from our suppliers, and our own employees receiving goods have the opportunity to observe delivery performance directly. We consider that the commercial environment in which we operate can be considered low risk in its exposure to the practices of modern slavery, exploitation, coercion and trafficking.

This does not mean that we should be complacent or naïve and the increasing globalisation of our supply chain continues to bring new challenges and a potential increase in risk. Trained staff aware of these risks will screen all new potential suppliers.

OUR POLICIES & VALUES

Although the legal and regulatory environment in which we operate is broad and complex, we are committed to ethical business practices and compliance with all applicable laws and regulations in conducting our business.

Every employee and agent of GEO UK must conduct business in strict compliance with all applicable laws and with GEO's policies and procedures.

We care about how results are achieved. We earn the respect of our customers, our suppliers, our employees, our communities, and our shareholders by demonstrating honest and ethical behaviour in all activities.

We are committed to the continual improvement of all business processes and to adopting best practice frameworks to assist us in meeting our objectives.

Similarly, our contractors and suppliers are expected to act in a manner consistent with our expectations or their contractual obligations, we work with them to resolve issues as they arise to improve situations or in some cases terminate contracts where no corrective action has been carried out.

We care about what our employees, contractors and suppliers have to say when working for us. We listen and encourage open and honest communication within the organisation when something is not being done correctly so that we improve as an organisation.

MANAGING MODERN SLAVERY RISKS

We expect all of our contractors and suppliers to act in accordance with the standards set out in our contract terms and conditions, which specifically require suppliers and its sub-contractors businesses to be free from slavery and human trafficking as defined by the modern slavery act 2015

TRAINING

Our aim during 2019 is to further strengthen our employee awareness of Modern Slavery & Human Trafficking. We will provide appropriate training to our all managers and employees involved in our supply chain processes.

RISK MONITORING

Management reviews will contain an agenda item relating to Modern Slavery and Human Trafficking. The reviews will consider KPI's, including new supplier relationships in potentially high risk jurisdictions, reported breaches by suppliers and training courses provision and attendance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes GEO UK Ltd's Modern Slavery and Human Trafficking Statement for the financial year ended 31st March 2018.



Nick Liptrot
Managing Director GEO Specialty Chemicals UK Ltd