



## **AGC CHEMICALS EUROPE, LTD.**

### **S54: Annual Statement on Slavery and Human Trafficking**

This statement outlines the policies and procedures AGC Chemicals Europe, Ltd. has in place to meet the requirements of the Modern Slavery Act 2015. AGCCE has a zero-tolerance approach to modern slavery, and we are fully committed to preventing slavery and human trafficking in our own business and throughout our supply chain.

#### **Our Business**

AGC Chemicals Europe, Ltd. (AGCCE), has its head office in Thornton Cleveleys in the United Kingdom, is part of the AGC Group of companies, specifically the AGC Chemicals division.

AGCCE Ltd manufacture and sell fluoropolymers to make highly durable plastics and coatings, resistant to corrosion and extremes of temperature.

The AGC Group is owned and run from locations in Japan, with manufacturing and sales locations within all 5 continents.

AGCCE is an independent operator responsible for its own supply chains and distribution networks. We have suppliers of Raw Materials, Packaging and Engineering spares as well as contracted service providers. The supply chain is primarily based in the United Kingdom and the rest of Europe. A number of key raw material products are provided by our parent Company in Japan.

#### **Our Policies, Procedure and Values**

The AGC Code of Conduct ("Code") is the reflection of our Shared Value "INTEGRITY" in the AGC Group vision. It sets forth the requirements for all AGC Group companies and their employees to assure that their business conduct is consistent with laws, company policies/rules and business ethics. Our Code applies to all AGC Group businesses and their employees, directors and officers.

The AGC Chemicals approach to Corporate Social Responsibility (CSR) focusses on five areas, of which People and Community is one. This includes slavery and human trafficking. Principle Five of the Code specifically states that: "We do not use Child Labour or forced labour in any of our global operations or facilities. We fully respect all applicable laws which are related to the rights of workers."



## **Training**

AGCCE delivers training on the company's Code of Conduct to all new employees upon their induction. There is an additional eLearning issued to all White-Collar workers on the Code of Conduct as well as refresher training during the year. These trainings include modern slavery and human trafficking.

## **Reporting**

A European Regional Compliance Committee has been established under the Global Compliance Leader and confidential reporting routes are available and briefed to employees if they believe that these rules have been broken.

Within the AGC Code of Conduct the retaliation against any person for reporting a possible violation, or for participating in an investigation involving possible misconduct is prohibited and would be severely dealt with.

## **Monitoring**

Fostering a positive and collaborative relationship with suppliers is key to managing the ongoing risks of Modern Slavery in procurement. Procurement should work in partnership with suppliers to monitor compliance and provide support.

Principle Five further states: "We expect that all companies with which we do business will confirm to all applicable laws in these regards". AGCCE fulfils its CSR requirements within the supply base by ensuring that becoming an approved supplier is dependent on them passing our on-boarding process. This is undertaken using pre-defined qualification documents.

As an ethically responsible business, AGCCE operates a supplier selection and management process through due diligence and ethical awareness of the goods and services it procures. Whilst we cannot fully understand the full detail of all activities downstream due to the volume of sub-tier suppliers involved, we do assess all strategic suppliers through our policies and procedures for compliance with S54.

We have completed the supplier and contractor qualification process to capture all strategic suppliers. We are now trialling a contractor risk management software system which will help support monitoring Modern Slavery within our supply chain. We have also completed a review of and have updated our Terms and Conditions of Purchase, ensuring that there is specific reference to complying with the Modern Slavery Act.



## **Effectiveness**

Any occurrences which breach the group and local policies, and procedures are required to be reported to the Regional Compliance Committee. During the last financial year there have been no breaches found or reported.

This statement has been approved by the AGC Chemicals Europe, Ltd. Board of Directors and will be reviewed on an annual basis.

A handwritten signature in black ink, appearing to read 'Idriou Anou'.

**Chairman and CEO**  
**For and on behalf of AGC Chemicals Europe, Ltd.**

1<sup>st</sup> March 2022