

Anti-Slavery and Human Trafficking Policy Statement

The Modern Slavery Act 2015

The act came into effect from October 2015. COMBINED CHEMICAL SERVICES (UK) LTD is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively 'human trafficking and slavery'). COMBINED CHEMICAL SERVICES (UK) LTD believes that it has a responsibility for promoting ethical and lawful employment practices.

COMBINED CHEMICAL SERVICES (UK) LTD will not knowingly use unlawful child labour or forced labour in any of the utilities and/or other commodities, products and/or services it provides, nor will it knowingly accept commodities, products and/or services from suppliers that employ or utilise child labour or forced labour.

This policy sets out the high standards of behaviour and integrity that COMBINED CHEMICAL SERVICES (UK) LTD requires from its employees in relation to the Modern Slavery Act 2015 to prevent slavery and human trafficking. COMBINED CHEMICAL SERVICES (UK) LTD also requires its suppliers and contractors to respect and follow this policy statement as a core term of any contracts that they may have with any member organisation or business supply chains

Rationale

Human trafficking and slavery are crimes under UK and international law. These crimes exist in countries throughout the world. This policy statement defines COMBINED CHEMICAL SERVICES (UK) LTD's commitment to ensuring that human trafficking and slavery does not exist within its own business, but also details how COMBINED CHEMICAL SERVICES (UK) LTD will make efforts to eradicate the same from other businesses with whom it shall maintain a relationship. COMBINED CHEMICAL SERVICES (UK) LTD will take appropriate steps to ensure not only its own compliance but also that these requirements are followed by its suppliers, subcontractors and/or business partners (collectively by it 'Suppliers'). All suppliers are therefore required to adhere to the following.

Definitions

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: Consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or

to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.



James Marshall

Managing Director

1st March 2019