

# BLANCO

## ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

### INTRODUCTION FROM THE COMPANY'S MANAGING DIRECTOR

We are committed to ensuring that no modern slavery or human trafficking exists in our supply chains or in any part of our business. We are proud of the steps we have taken to combat slavery and human trafficking. We have committed ourselves to respect ethical principles and the principles of the Caux Round Table.

### ORGANISATION STRUCTURE AND BUSINESS

We are a leading provider of solutions for household kitchens. We are part of the BLANCO Group, which has its head office in Germany.

In the UK, we employ 69 people and our offices are based in St. Albans, Hertfordshire.

The Group has a global annual turnover of £348.600.000. The BLANCO Group has over 1400 employees worldwide and in 2018, an average of 1,418 FTE. The BLANCO Group comprises of our own companies or subsidiaries in Germany, Austria, Belgium, France, United Kingdom, Ukraine, Russia, USA, Canada, China, Turkey, Czech Republic and Singapore. We also operate through long-term partners in around 100 countries worldwide.

### OUR SUPPLY CHAINS

We obtain our supplies mainly from BLANCO in Germany but also from external suppliers. We require that our supply chain partners adhere to a strict Code of Conduct to ensure that they comply with all applicable laws and operate in accordance with our minimum requirements regarding employment, practices, environmental protection and business integrity. The observance of this Supplier Code of Conduct will be an enforceable and enforced part of any agreement or contract between BLANCO and its suppliers.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that no modern slavery or human trafficking exists in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking 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 chains.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to :

- Identify and assess potential risk areas in our supply chains.

- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect Whistle Blowers

**SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we will have in place a rigorous supply chain Code of Conduct and take the appropriate steps, including terminating supplier agreements should a supplier not comply with the Code of Conduct.

**TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff and ensure visibility of this Statement and our Anti -Slavery and Human Trafficking Policy.

**OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We will 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 :

- Raising awareness of slavery and human trafficking by bringing the contents of this Statement and our Anti-Slavery and Human Trafficking Policy to the attention of all staff by publishing it on our internal website;
- Require the HR Department who induct new employees to include induction on this Statement and Anti -Slavery and Human Trafficking Policy;
- Send our supplier Code of Conduct to all external suppliers.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2016.

Issued by :	Board of Directors
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*S.S. Hart*



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**S Hart / Chairman, Director**

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**S Ridge / Director**