

## **MODERN SLAVERY STATEMENT OF SIG**

SIG plc is the parent company of the SIG group ("SIG"). Pursuant to s.54 of the Modern Slavery Act 2015, this statement constitutes SIG's slavery and human trafficking statement ("Modern Slavery Statement").

The Modern Slavery Act 2015 prohibits slavery, servitude, forced or compulsory labour and human trafficking ("Modern Slavery"). SIG is committed to combatting all forms of Modern Slavery that could in anyway be connected to our business and supply chain.

### **About SIG**

SIG is a leading distributor of specialist building products. Our core product areas are exteriors, interiors, insulation & energy management.

The majority of the products SIG distributes have been manufactured by other companies. SIG also fabricates bespoke products "in-house".

SIG's largest markets are the UK, France and Germany, which together account for around 84% of sales. SIG companies also operate in Benelux, Poland, Ireland and the Middle East. Further information on SIG's structure can be found [here](#).

SIG's product range and list of suppliers is extensive. More information can be found on SIG's products [here](#) and many of its key suppliers [here](#).

### **Group wide policies in relation to Modern Slavery**

SIG has a number of policies which apply on a group wide basis. Some key policies and related principles are noted below:

- Our Ethics Policy sets out a number of fundamental principles and values. The policy refers to our respect for human rights, freedom of association and prohibiting forced or child labour.
- Our Ethical Trading and Human Rights Policy sets key principles for SIG and its business partners. SIG commits: to not being involved in human rights violations, either directly or indirectly; to operate in accordance with the Universal Declaration of Human Rights; and to take account of other internationally accepted human rights standards.
- Our Corporate Responsibility Policy provides that SIG will work to ensure that the welfare of workers and the labour conditions within our supply chain meet or exceed recognised standards.
- Our Whistleblowing Policy encourages reporting of genuine concerns about malpractice, illegal acts or failures to comply with recognised standards of work without

fear of reprisal or victimisation. It applies to workers and other stakeholders, including suppliers.

Copies of the above policies can be found [here](#).

SIG businesses with supply chains linked to forestry also subscribe to a Chain of Custody Policy. The Policy is aimed at implementing chain of custody requirements in accordance with the standards of the Forestry Stewardship Council and Programme for the Endorsement of Forest Certification. A copy of that policy is [here](#).

### **Steps taken to address Modern Slavery risk**

SIG's global businesses all operate under the above policies; however underlying processes vary from country to country.

In respect of SIG's UK operations and supplies of materials and products into the UK, the following steps have been taken:

#### *Supplier audits and risk assessments*

SIG processes require initial onsite audits of suppliers from outside the EU and many suppliers within the EU. Following this initial assessment, regular onsite audits are to be conducted thereafter, usually on an annual or bi-annual basis. Working conditions and ethics are assessed, as are areas such as quality management and health and safety. The audit results inform SIG's assessment of risk and decision as to whether to work with the supplier.

#### *Supply chain due diligence*

In the UK, SIG has a compliance system (SIG Assured) which considers and verifies products supplied to many businesses in SIG against regulatory standards (for example in respect of CE marking and the Registration, Evaluation, Authorisation and restriction of Chemicals (REACH)). All accredited suppliers are listed on the SIG Assured website which can be found [here](#). The system evolves to meet ever changing regulatory legislation and guidance and is being extended to cover a wider supplier base and to include specific questions in respect of Modern Slavery.

#### *Labour providers*

All personnel providers are engaged on written terms covering aspects such as fair employment and the right to work. All temporary workers are subject to induction which covers relevant SIG policies and procedures, including SIG's ethical standards.

*Reporting Concerns*

SIG has a confidential whistleblowing process for the reporting of concerns. It is available to employees and also agents, contractors, suppliers and customers of SIG. Matters can be raised with SIG or externally with Expolink. The whistleblowing process is promoted widely across sites.

*UK operations risk assessment*

Key stakeholders in the UK attended a Modern Slavery workshop which comprised training session and a risk assessment exercise. Risk areas were discussed and proposals for further enhancement are being considered.

*Certifications*

SIG has achieved accreditation against numerous supplier pre-qualification programmes, many of which have questions relevant to Modern Slavery as standard. A list of accreditations can be found [here](#).

**Further enhancements**

Further enhancements to the procurement and supply chain processes of the SIG group in the UK and more widely in respect of Modern Slavery are being evaluated.

**Approval**

The Board of SIG plc has approved this Modern Slavery Statement.

*M. Oude SMA*

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Director for and on behalf of SIG plc

7 June 2017