



# MODERN SLAVERY TRANSPARENCY STATEMENT 2017

## INTRODUCTION

This is the Modern Slavery Transparency Statement of Element Materials Technology Group Limited and all other relevant group companies (Element) for the financial year ended 31 December 2017. This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the Act).<sup>(1)</sup>

The Act creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking (Modern Slavery). Element is committed to combatting all forms of Modern Slavery.

## ABOUT ELEMENT AND SUPPLY CHAINS

Element is one of the world's leading laboratory-based testing companies. Originally formed from the in-house materials testing and product testing laboratories of the Netherlands-based Stork Engineering Group, Element Materials Technology can trace its testing pedigree back to 1827. Element itself was formed in 2011, following a management buyout of Stork Materials Technology from Stork Engineering Group.

In June 2017, Element acquired the Exova Group, significantly increasing the size of the group. The acquisition of Exova establishes the Element Group as a truly significant, global provider of testing services and puts it well on the way to realizing its ongoing ambition of becoming the best and most trusted testing partner in the world. The combined organization is headquartered in the UK and consists of more than 6,200 employees, operating out of 180 laboratories, located in more than 30 countries throughout the world. It specializes in providing a comprehensive range of materials testing, product qualification testing, consulting and certification services to the international Aerospace; Fire & Building Products; Infrastructure & Environmental; Oil & Gas; and Transportation & Industrials sectors.

Element is committed to conducting its business in a socially responsible manner, respecting the needs of its customers, employees, investors, and other stakeholders. Our reputation, together with the trust and confidence of those stakeholders, is one of our most valuable assets and we strive to maintain the highest ethical standards in all our business activities. As part of the integration process, in Q4 2017 Element commenced a review of the policies, procedures and other aspects of the group's compliance programme, including the arrangements to minimize the risk of Modern Slavery in its supply chain.

Element provides technically demanding services and skilled people and excellent processes are key to its success. Element recognizes however that Modern Slavery is an issue that could affect its business and its supply chain. For example, Element's key supplies include laboratory equipment, clothing and personal protective equipment and there is a recognized risk of Modern Slavery being connected to those supplies.

<sup>(1)</sup>This statement sets out the steps taken by Element Materials Technology Group Limited and Exova (UK) Limited both of which fall within the scope of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.

## RELEVANT POLICIES AND PROCEDURES

### ■ Modern Slavery Policy

Element has a zero tolerance approach to Modern Slavery and the following principles apply to Element's business and our supply chain: (i) child labour must not be used; (ii) any form of forced or compulsory labour must not be used. Workers must be free to leave employment or work after reasonable notice; (iii) passports, visas and other personal documentation should not be taken from employees unless requested to be held by the employee for safekeeping purposes (and, if held for safekeeping purposes, they should be returned to the employee on request); (iv) all forms of debt bondage are prohibited. Workers should not be subject to contracts that tie them into repaying a loan (other than small loans to cover items such as transport costs), excessive accommodation expenses or other costs that they have no or little opportunity to repay; (v) compensation and benefits must comply with local laws relating to minimum wages, overtime hours and other benefits; and (vi) the formation of trade unions and powers of collective bargaining should be respected. The Modern Slavery Policy is available at <https://www.element.com/-/media/files/modern-slavery-policy/element-modern-slavery-policy-rev1-issued-16-may-2018.pdf?la=en>

### ■ Independent third-party whistleblowing hotline

An independent third-party whistleblowing hotline is available to Element employees. The hotline can be used to report any ethical, integrity or compliance issue including human rights violations such as Modern Slavery. All reports are notified immediately to our EVP Human Resources or Group General Counsel who ensure that reports are followed up and appropriate actions are taken. In 2018, new materials will be circulated making colleagues aware of the availability of this hotline.

### ■ Supplier Code of Conduct

Our supplier Code of Conduct sets out details of the behaviours and principles we expect our suppliers to follow including in respect of ethics and integrity, compliance with laws, anti-bribery and corruption, hospitality and gifts, fraud prevention, fair competition, health and safety and environmental matters and human rights and slavery. This is available at <https://www.element.com/-/media/files/modern-slavery-policy/element-supplier-code-of-conduct-rev1-issued-16-may-2018.pdf?la=en>

## ASSESSMENT OF MODERN SLAVERY RISK WITH OUR SUPPLY CHAIN

Element has carried out an initial Modern Slavery risk assessment. Personnel from Element's procurement, finance, legal, HR and management teams were involved in the risk assessment exercise. The risk assessment focused on any exposure to migrant labour and recruitment agents in higher risk jurisdictions and also considered Element's wider supply chain. Policies and procedures are in place to manage and mitigate these risks.

## DUE DILIGENCE OF SUPPLY CHAIN AND SUPPLIERS

We undertake due diligence when considering taking on new suppliers. Supplier due diligence processes have been enhanced and new suppliers used by our shared service centres are now considered from a Modern Slavery perspective prior to being engaged. New suppliers used by our shared service centres are provided with and are required to comply with Element's Modern Slavery Policy and Supplier Code of Conduct. Element has not detected any violations of the Act within our supply chains to date.



## **CONTRACTUAL TERMS**

Element's Standard Terms of Purchase used in the UK, United States, Canada and the UAE (covering its main Shared Service Centres) have been updated and now include requirements in respect of Modern Slavery.

## **MODERN SLAVERY TRAINING**

Updates/training in relation to the Act have been given to the Executive Committee and members of the procurement, finance and HR teams.

## **NEXT STEPS**

Modern Slavery risks and anti-slavery measures will continue to be reviewed and developed during the 2018 financial year.

This statement was approved by the Boards of Element Materials Technology Group Limited and Exova (UK) Limited.

Signed:

A handwritten signature in black ink that reads 'Charles'.

**Charles Noall**

Chief Executive Officer

**Element Materials Technology Group Limited**

A handwritten signature in black ink that reads 'Robert'.

**Robert Veitch**

Director

**Exova (UK) Limited**

1 June 2018