



Modern Slavery Act Statement 2022

Modern Slavery and Human Trafficking Statement for the Financial Year 1st January 2022 to 31st December 2022

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending 31st December 2022.

Introduction

ARDEX UK Ltd is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Our organisational structure and operations

ARDEX UK Ltd is a manufacturer of high-performance flooring and tiling products for use within the Building and Construction sector.

ARDEX UK Ltd is part of the ARDEX Group and ARDEX GmbH, our parent company has its Head Office in Witten, Germany.

ARDEX UK Ltd is located on Homefield Road, Haverhill, in Suffolk CB9 8QP.

The majority of our supply is to the UK and EU Market with some exports globally.

Nature of our supply chains

We procure a wide range of raw materials, goods and services from a variety of suppliers from the UK, Mainland Europe, China, Australia, America, South America and Turkey.

Policies relating to slavery and human trafficking

Our Supplier Code of Conduct policies reflect our commitment to implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains, and to acting ethically and with integrity in all our business activities and relationships.

We ensure that our suppliers are aware of our policies and take appropriate measures to ensure that our suppliers adhere to the same high standards.

Our policies have been developed by the ARDEX Group and incorporated into the supplier selection and approval processes at this site.

Risk assessment

We have implemented a supplier code of conduct and as part of our ongoing focus to identify and mitigate risks within the supply chain, are in the process of building ethical sourcing questionnaires which will include the assessment of slavery and trafficking risk within the supply chain in addition to evaluating suppliers with a risk-based approach taking into account geographical, industry and market factors. This will allow us to continue to

assess which of our own activities and supply chains represent the highest risks in respect of slavery or human trafficking.

Due diligence processes in relation to slavery and human trafficking

In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we undertake the aforementioned due diligence processes in relation to all new suppliers

Staff training

We will provide training to key staff to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.

Monitoring Programme

ARDEX UK Limited will continue internal monitoring of our supply chains and will take a risk based approach (based upon the aforementioned criteria such as geographical location) to determine the level of monitoring required to ensure compliance with our policies.

Future action

We aim to take the following further steps over the course of the next financial year:

- Continued focus of the supply chain in relation to the supplier code of conduct
- Continued development and focus of supplier ethical sourcing questionnaire and policy
- Evaluation and assessment of suppliers to identify risks and take appropriate action to mitigate those risks
- Development and Implementation of staff training



Peter Bell
Managing Director

25th February 2022