

## **Modern Slavery Act Statement 2024 ARDEX UK Limited.**

### Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2014 and outlines the steps we have taken to ensure that our business, as well as our supply chains, are free from modern slavery and human trafficking.

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

### Organisational Structure and Operations

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

ARDEX UK Limited is a manufacturer of high-performance flooring and tiling products for use within the building and construction sector.

ARDEX UK Limited is located on Homefield Road, Haverhill, 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 within 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 in 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 with the supply chain, our ethical sourcing questionnaires include the assessment of slavery and trafficking risk within the supply chain, and we evaluate suppliers with a risk-based approach, with consideration of geographical, industry and market factors. This allows us to continue to assess which of our own activities and supply chains represent the highest risks in respect of modern slavery or human trafficking.

### Due Diligence

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

- **Staff Training:** Key staff are appropriately qualified and 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:** Building Adhesives Ltd. continues internal monitoring of our supply chains, taking a risk-based approach based upon the 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 of supplier ethical sourcing questionnaire and policy.
- Evaluation and assessment of suppliers to identify risks, taking appropriate action to mitigate those risks.
- Develop and implement training for staff as required.



**David Hackett**

**Managing Director**

**Date:** 26/01/2024