



## MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015 and sets out the steps that Mexichem Specialty Compounds Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

This statement sets out Mexichem Specialty Compounds Limited actions in understanding all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of the plastics industry, Mexichem Specialty Compounds Limited recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Mexichem Specialty Compounds Limited is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This statement includes, without exception Mexichem Specialty Compounds Limited, its suppliers – inclusive of contractors and internal company supplies – and customers

### Organisational structure and supply chains

Mexichem Specialty Compounds Limited manufactures specialty compounds for the plastics industry. We purchase raw materials direct from manufactures or through distributors which are blended to set recipes before being turned into plastic pellets which are either injection moulded or extruded by our customers for their set market.

### Countries of operation and supply

Mexichem Specialty Compounds Limited currently supplies many organisations in many countries around the world through direct supply or through distributors from its UK facilities in Leicestershire and Derbyshire. Likewise, we receive raw materials and packaging from national and international manufacturers and distributors.

Currently, after following all due diligence, none of our suppliers or contractors are considered to be high or medium risk

### Our policies

Mexichem Specialty Compounds Limited operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. For example:

- **Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
  - **Recruitment policy.** Mexichem Specialty Compounds operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to
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safeguard against human trafficking or individuals being forced to work against their will.

- **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- **Code of business conduct.** This code, delivered through our Ethics Policy explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### Our suppliers

Mexichem Specialty Compounds Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

Our anti-slavery policy, forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradict this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- A. They have taken steps to eradicate modern slavery within their business
- B. They hold their own suppliers to account over modern slavery
- C. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
- D. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
- E. We may terminate the contract at any time should any instances of modern slavery come to light.

### Training

Mexichem (Corporate) regularly conduct training for all employees through its annual ethics training which includes our procurement/buying team so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Mexichem Specialty Compounds performance indicators

Mexichem Specialty Compounds Limited will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- Through our supplier/customer self-assessment questionnaires, no issue has been flagged up during the analysis for the set financial year
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- no reports are received from employees, the public, supplier/customer whistleblowing or law enforcement agencies to indicate that modern slavery practices have been identified.

### **Approval for this statement**

This statement has been approved for the financial year 2019/2020



Daniel J. DeLisle

**Director**

On behalf of Mexichem Specialty Compounds Limited

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