



## **UK Modern Slavery Act Statement**

This statement provides information about supply chain transparency at Arxada and has been published in accordance with the U.K. Modern Slavery Act 2015 (the “Act”). It sets out the steps that Arxada AG, Arxada Services AG, Arch UK Biocides Limited and Hickson Ltd plan to continue taking, to prevent modern slavery in their businesses and direct supply chains. Unless otherwise specified, all references to Arxada herein are references to the above-named entities and to Arxada globally, to the extent it is subject to the Act.

### **Introduction:**

Arxada is a global science-based specialty chemicals business creating innovative chemistry and solutions. The company aims to solve the world’s toughest preservation challenges by enhancing sustainability with cleaner, greener solutions. Arxada focuses on multiple end-markets primarily in: Human Health & Nutrition, Home & Personal Care, Paints & Coatings and Wood Protection, providing a broad portfolio of differentiated products and solutions, supported by its science and innovation capabilities, in-depth regulatory know-how and track record in manufacturing and process development.

Arxada’s Consumer Microbial Control (CMC) business targets five end markets: Hygiene, Home and Personal Care, Wood Protection, Crop Protection, and Food, Beverage and Water, while Industrial Microbial Control (IMC) focuses on Paints and Coatings and Material Protection. Both businesses build on superior regulatory expertise, the broadest set of antimicrobial agents and the widest range of registrations in the world, which are critical to maintaining the integrity of their customers’ products.

Arxada’s unique Nutrition, Care & Environmental (NCE) business provides complex, high-quality technologies and chemistries to customers across a range of industries within its three divisions: Nutrition & Infrastructure, Composite Materials and the Custom Development and Manufacturing Organization. These businesses work closely together to provide complementary expertise and deliver unique, innovative solutions to help customers protect their products from harmful microorganisms, improve health and safety and reduce their environmental footprints.

### **Supply Chain**

Arxada considers its supply chain a key component for operating its sustainable business and ensures the organizations it interacts with share similar standards and shared responsibility. Arxada has a global footprint spanning 26 production sites and 16 research and development centers serving customers across a wide range of industries. Arxada currently operates in countries around the world including in North and South America, Asia, Europe and the Middle East and Africa.

#### **1. Verification Procedures**

Suppliers that enter into Arxada’s standard supply agreement agree to adhere to Arxada's Supplier Code of Conduct, which sets forth certain ethical and quality standards, including standards related to labor, health and safety, and the environment. Arxada’s Supplier Code of Conduct embraces the principles behind the Act, including:



- Requiring that its suppliers act in a socially responsible and ethical way and that their business behavior be in compliance with all applicable international, national, and local laws and contractual terms, as well as with generally accepted standards in relation to child labor and safety.
- Prohibiting the use of forced or involuntary labor.
- Prohibiting the use of child labor below the age of 16 or the applicable minimum legal age, whichever is higher.
- Requiring work hours, minimum wages, and overtime hours to be paid to employees, as well as any fringe benefits, in compliance with applicable law.
- Prohibiting inhumane treatment or physical punishment of workers.

Arxada's Supplier Code of Conduct applies to both its suppliers and to any subcontractors or other third parties that a supplier may engage in the performance of its contractual obligations.

Currently, Suppliers are instructed to implement internal measuring procedures, tools, and indicators required to guarantee adherence to the Arxada Supplier Code of Conduct principles. Suppliers are encouraged to report any violations by sending an e-mail to [compliance@arxada.com](mailto:compliance@arxada.com) or by using our ethics and compliance reporting hotline [www.convercent.com/report](http://www.convercent.com/report).

## **2. Audit**

Per the Arxada Sourcing and Purchasing Policy, Arxada reserves the right to ask for a written confirmation of a supplier's compliance with the Supplier Code of Conduct and to audit its suppliers accordingly.

## **3. Certification**

Suppliers that execute Arxada's supply agreements, warrant that they will comply with Arxada's Supplier Code of Conduct, which in addition to the principles outlined in Section 1 above, also states that Arxada follows the Principles of the United Nations Global Compact, the International Labour Organization's Forced Labour Standards, as well as the Pharmaceutical Industry Principles for Responsible Supply Chain Management. In the event that Arxada becomes aware of any actions or conditions not in compliance with its Supplier Code of Conduct, Arxada reserves the right to request corrective actions and the right to terminate any agreement with a non-compliant supplier unless our supplier agreement provides otherwise.

## **4. Internal Accountability**

Arxada's Code of Conduct defines the professional standards Arxada aspires to in all its activities and the standards it expects of its employees. In keeping with the fundamental Arxada values of openness, loyalty, fair dealing, integrity, mutual respect and honesty, Arxada sees the Code of Conduct as a key element of our relationships with employees and third parties.

The Arxada Code of Conduct includes a prohibition on discrimination, which states in part that "Arxada does not tolerate any discrimination, harassment or bullying on the basis of ethnicity, national origin, color, religion, sexual orientation, creed, age, sex, disability or any similar characteristic. Nor will Arxada engage in or support, directly or indirectly, child labor, or bonded or forced labor of any kind."



The Arxada Code of Conduct is issued as part of the terms of employment of all Arxada companies, and the Board of Directors insists on full compliance by all employees, regardless of their position.

Moreover, Arxada's ethics and compliance hotline provides a mechanism for employees and others to report potential violations of the Code of Conduct, any Arxada policies or procedures (including those related to ethical sourcing), or applicable laws. Such reports may be made anonymously where allowable by law. Those found responsible for any violations may face disciplinary action, to include termination of employment.

## **5. Training**

Arxada provides periodic training to all its employees regarding compliance with its Code of Conduct, which includes a prohibition on engaging in or supporting the use of forced labor. Arxada also provides additional training to its purchasing employees on the Supplier's Code of Conduct.

This statement has been reviewed and endorsed by the board of directors of:

- Arxada AG
- Arxada Services AG
- Arch UK Biocides Limited
- Hickson Ltd
- Arxada, LLC