

28 January 2020

Doc Ref: RMS - P051 Modern Slavery Statement

Selecta recognises that slavery and human trafficking remains a hidden blight on our global society. We recognise that Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We recognise that we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All Selecta employees are expected to report concerns to the Board of Directors as soon as they are raised and the management team are expected to act upon them. We are committed to carrying out procurement activities in a socially, ethically and economically responsible manner and to entering into agreements and contacts with suppliers that share and adhere to The Modern Slavery Act and its vision.

Organisation's Structure

We are part of a pan European business, but the UK/Ireland business operates as an independent part of the larger group with autonomy for local purchasing and access to central group suppliers for specified product groups. Our UK/Ireland business is organised with a central purchasing function that manages and monitors the suppliers for all parts of the business. National, regional and wholesale depots purchase directly, but must do so within the nominated supplier network controlled by central purchasing. Adherence to the purchasing structure is monitored and controlled as part of an integrated Quality Management System, which is externally audited to ISO 9001 and 14001 standards.

Our Supply Chains

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Ethical Purchasing & Trading Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. Our supply chain is assessed by reference and due-diligence audits of each of our supply partner. We require that all suppliers share our commitment to eradicating slavery from the supply chain and are able to demonstrate they have taken steps to do so.

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Selecta UK Limited

Apollo House, Odyssey Business Park, West End Road, South Ruislip, Middlesex, HA4 6QD

Tel: +44 (0) 20 3697 0620 Fax: +44(0) 20 3697 0625 Email: info@selecta.com www.selecta.co.uk

Company Reg No:02605313 Reg Office: Apollo House, Odyssey Business Park, West End Road, Ruislip, HA4 6QD

As part of our initiative to identify and mitigate risk -

- Where possible we build long standing relationships with all of our suppliers and we make very clear our expectations of business behaviour
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

The Directors with our business unit are responsible for compliance in their respective areas of control and for their supplier relationships.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors, senior managers and procurement activity staff have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Central control of all recruitment by HR and monitoring of payroll systems;
- Communication and personal contact with the next link in the supply chain, our suppliers
- The agreement of the next links understanding of and compliance with, our expectations and the Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year



Paul Hearne
Managing Director
28 January 2020