



Anti-slavery and Human Trafficking Statement 2023

1. Introduction

Modern slavery is a term used to describe the criminal offences of slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common deprivation of a person's liberty in order to exploit them for personal or commercial gain. Modern slavery is a crime and a violation of fundamental human rights. Our organization is committed to ensuring modern slavery does not take place within our business or supply chains.

This statement sets out the steps that the Azelis group has taken during the previous financial year to prevent slavery and human trafficking from taking place within our business and supply chains.

2. Our Business & Supply Chains

Azelis is a leading global innovation service provider for the specialty chemicals and food ingredients industry. Internationally, the Azelis group provides a diverse range of products and innovative services to over 59,000 customers, with a physical presence in 63 countries, and employs more than 3,800 people world-wide.

3. Our Policies

The Azelis group understands the importance of putting ethical business conduct at the heart of everything we do.

Our **Code of Conduct** outlines our commitment to honesty, integrity, mutual respect and an open and diverse work culture. The [Code of Conduct](#) is published in 23 languages, and is available to the public, including our suppliers and customers on the group's website www.azelis.com.

We are resolved to maintaining high human and ethical values as set in Azelis' **Corporate Social Responsibility and Sustainable Procurement Policy**, **Code of Conduct** as well as ancillary policies such as our **Anti-Bribery & Fraud Prevention and SpeakUp! Policy**. Internationally, the Azelis group has voluntarily subscribed to the **Ethical and Business Principles of the European Association of Chemical Distributors** (www.fecc.org). In addition, Azelis is a member of **Together for Sustainability (TfS)**, a joint initiative and global network of chemical companies, which delivers *de facto* the global standard for environmental, social and governance performance of chemical supply chains. Through our TfS membership, we have access to the infrastructure allowing us to independently audit the environmental, labor and human rights, ethical and sustainable procurement performance of our suppliers and to identify risks for slavery and human trafficking within our supply chain.



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Following two consecutive Gold ratings, the Azelis group received in July 2021 a Platinum sustainability rating, the highest possible recognition given by EcoVadis. This platinum rating keeps us firmly in the top 1% of all 75,000 companies assessed by EcoVadis and demonstrates our continued commitment to embed high ethical standards within Azelis' operations.

Within the countries we operate, our **standard labor practices** are based on the Ethical Trading Initiative (www.ethicaltrade.org) and founded on the conventions of the International Labour Organisation.

At a local level, effective systems and controls are in operation to ensure slavery and human trafficking is not taking place within our supply chains or business. For this purpose, Azelis will and has put in place specific policies in accordance with applicable regulations, including an Anti-slavery and Human Trafficking Policy for our UK operations.

Additional information on our sustainability efforts and initiatives are set out in the Azelis' most recent sustainability report, which can be downloaded here: [Azelis sustainability reports | Azelis](#)

4. Risk Assessment & Due Diligence

The risk of slavery and human trafficking within the Azelis group and its supply chains is mitigated as a result of the controls already outlined, as well as the oversight built into our business operations and the knowledge and skills of our staff.

We have in place systems and processes to:

- Identify, audit and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistleblowers

5. Training Available to Staff

We provide training to our staff on the risks of modern slavery and human trafficking within our business and supply chains, as well as how to identify non-compliant practices.

6. Our Effectiveness in Combating Slavery and Human Trafficking

Modern slavery is often hidden from plain sight and can be hard to detect. We encourage our employees as well as any third party, including our suppliers and customers, to tell us confidentially about any suspicions they may have that slavery or human trafficking is taking place within our business or supply chains. For this purpose, Azelis has made available a designated SpeakUp! Line, which can be accessed here: [Azelis SpeakUp! Line](#). Where any instances are highlighted, we are committed to investigating these concerns and taking appropriate action.



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7. Corporate Statement

This statement is issued by the Azelis group and was approved by the Azelis Executive Committee in its capacity as principal governing executive body of Azelis Group NV on 23 January 2023.

The UK Modern Slavery Act 2015 requires large companies trading within the UK to be transparent as to their actions and the Australian Modern Slavery Act 2018 requires entities based, or operating in Australia, which have an annual consolidated revenue of more than \$100 million, to report on the risks of modern slavery in their operations and supply chains and actions to address those risks. This statement complies for the financial year ending 31 December 2022 with (i) the requirements of section 54 UK Modern Slavery Act 2015 by setting out the steps taken by Azelis UK entities, namely Azelis UK Holdings Ltd., Azelis UK Ltd., Azelis UK Finance Ltd., WhitChem Ltd., Whitfield Chemical Group Ltd., Whitfield Chemical Holdings Ltd. and WhitChem Distribution Ltd.; and (ii) sections 14 and 16 of the Australian Modern Slavery Act 2018 for the Australian Azelis entities, namely Azelis Australia Pty Ltd, Chemcolour Industries Australia Pty Ltd, TimTechChem Australia Pty Ltd., CW Pacific Pty Ltd., CW Pacific Specialties Pty Ltd., EB1 Pty Ltd. and Elle Bee Exports Pty Ltd.

[Signed]

Hans-Joachim Müller
Group CEO

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Gerrit De Vos
Chief Compliance Officer

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Maria Almenar
Group SHEQ & Sustainability Director



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