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INTRODUCTION FROM THE HEAD OF SUPPLY CHAIN

We are committed to improving our practices to combat slavery, child labour and human trafficking within the Formaplex Supply Chain. We are aware that we need to take further steps to improve our practices and these are set out below.

ORGANISATION'S STRUCTURE

We are a manufacturer of injection moulding, composite components and associated tooling in the predominantly automotive and aerospace sectors. We are the Formaplex Group, based in Portsmouth, Hampshire, UK. We have over 550 employees worldwide and operate in the UK, Europe and China. We have a global annual turnover of £48 million.

OUR BUSINESS

Our business is organised into four business units:

- Mould & Assembly Components
- Import Tooling
- Tooling
- Special Engineering Division

Further details of each business unit can be found on our website:
<https://www.formaplex.com/products-services>

OUR SUPPLY CHAINS

Our supply chains relate to the categories of materials we procure, being raw polymer material; aluminium and steel blocks and tooling manufactures outside of the UK.

We deal directly with distributors based in the UK and mainland Europe and, in relation to import tooling, we deal with Chinese sub-contractors.

OUR POLICIES ON SLAVERY, CHILD LABOUR AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery, child labour or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery, child labour and human trafficking is not taking place anywhere in our supply chains.

We are working with our distributors during 2019 to ensure that their supply chains provide statements of compliance from manufacture through to distribution.

DUE DILIGENCE PROCESSES FOR SLAVERY, CHILD LABOUR AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we;

- Ensure all UK workers are in receipt of the minimum wage and robust immigration checks are in place
- Map supply chains to understand where the highest risk of slavery is
- Undertake site inspections where necessary
- Review distributor contracts, and include within those contracts obligations to comply with the Modern Slavery Act 2015

We have in place systems to;

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery, child labour and human trafficking occurring in our supply chains, particularly in relation to our distributors
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery, child labour and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have in place a supply chain compliance programme. This consists of;

- Ensuring we have contractual provisions in place to ensure existing and new suppliers/distributors understand the company's approach to modern slavery in supply chains. We plan to ensure that distributors sign a declaration stating that they have systems in place to ensure there is no slavery, child labour or human trafficking in their supply chain.
- Encouraging whistleblowing to identify breaches of policy and contractual provisions and making sure potential whistle blowers are protected.

We have a dedicated compliance team, consisting of representatives from the following departments;

- Audit & Compliance – Quality & Finance
- Human Resources
- Procurement
- Sales

TRAINING

To ensure a high level of understanding of the risks of modern slavery, child labour and human trafficking in our supply chains and our business, we plan to provide training to our staff. We also plan to require our business partners to provide training to their staff and suppliers and providers.

OUR EFFECTIVENESS IN COMBATING SLAVERY, CHILD LABOUR AND HUMAN TRAFFICKING

With a supply chain based predominantly in the UK, Europe and China, we emphasize to our business partners our values of dealing with suppliers and communities with the upmost integrity to ensure there is no slavery, child labour or human trafficking in their supply chain.

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery, child labour or human trafficking we intend to take the following further steps to combat slavery, child labour and human trafficking:

- Code of conduct provisions
- Framework for implementing a communication of strategy
- Risk screening
- Understanding industry risk
- Scorecard
- Self-assessment questionnaire
- Audit to identify labour violations
- Social audit of employees
- Action plan

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery, child labour and human trafficking statement for the financial year ending 30th June 2019.



Mike Bryant, CEO
Formaplex Group
Date: 14th January 2019