

Italmatch Chemicals GB Limited – Slavery and Human Trafficking Statement for the Financial Year [2021-22]

Italmatch Chemicals GB Limited [Italmatch] was established in 2018, and is part of the Italmatch Chemicals Group, based in Genoa, Italy.

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 behaviour 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 or our business.

Italmatch promotes a risk free and open approach to reporting of concerns, and undertakes to train all of its staff in the duties of the Modern Slavery Act 2015, and the corporate policies related to the act.

Supply Chain Overview

Italmatch Group operates plants in the UK and including the European Union, has 17 wholly owned facilities worldwide. We procure both complex and commodity chemicals as feedstocks and have multiple toll producers.

We are always working to improve and develop our terms and conditions and supply chain policies to ensure compliance and to ensure that further supply chains are also compliant. This will be developed at both Italmatch Chemicals GB Limited and at Italmatch group level.

Our Code of Conduct addresses specific provisions relating to the compliance with laws and regulations in all countries in which our Group operates and shall ensure that all staff acts in such a way. Our Code of Conduct requires our partners to accept this as part of their business with us and our Organisation will not start, or continue any relationship with those who will not comply with this principle.

Training and Employee Responsibilities

We are working to ensure our personnel are trained in all the requirements of the act, to include Human Rights, Basic Working Conditions, Working Hours, minimum Wages, Child Labour, Forced labour, Non-Discrimination, Freedom of Association, Health, Safety and the Environment.

We use a variety of training tools both on-line resources and Face to Face training, to keep our staff up to date on all aspects of the code of conduct and this includes the requirement to comply with both the Act and the reporting and all applicable human rights legislation.

We will establish a secure, anonymous mailbox and website where employees can register any concerns and report any issues of which they become aware. The company undertakes to train employees in open reporting and the importance of staff at all levels maintaining vigilance.

Risk Management

Italmatch sources raw materials from countries in which the risks of human trafficking and forced labour may be at a higher level, and we are currently working to establish an audit process (both announced and unannounced) so as to measure and enforce compliance with the act throughout our organisation, its procurement practices and at our suppliers.

We undertake to provide support and advice to our suppliers, in order to reduce the risks of non-compliance in upstream feedstocks.

For and on behalf of Italmatch Chemicals GB Limited

A handwritten signature in blue ink, consisting of a stylized 'F' and 'J' intertwined, with a long horizontal stroke extending to the right.

Foort de Jong
Managing director

Date: 06-11-2021