

Modern Slavery Statement

Financial Year [2023-24]

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 (the “Act”), and the corporate policies related to the Act.

This statement is made pursuant to section 54 of the Act and constitutes the slavery and trafficking statement for the last financial year ending 31 December 2024 for Italmatch Chemicals GB Limited.

Supply Chain Overview

Italmatch Group operates plants in the UK and the European Union, with 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 continue to ensure personnel are trained in all the requirements of the Act, including 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 online 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 the Act, reporting and all applicable Human Rights legislation. In addition to the Code of Conduct, we utilise a specific policy relating to the reporting of modern slavery, alongside our corporate policies to support our obligation to adhere to the Act.

Employees have been provided with details of the National Referral Mechanism, whereby they are able to report concerns directly with the Government Body; as an employee or a member of the public. This information is readily available on our website and company intranet. The company undertakes responsibility to conduct regular training of employees in open reporting and the importance of staff at all levels maintaining vigilance.

For and on behalf of Italmatch Chemicals GB Limited



Foort de Jong

Managing director

Date: 30 June 2025