

MPM POLICY STATEMENT: THE MODERN SLAVERY ACT 2015

This statement sets out the steps that MPM Products Ltd has taken to mitigate the risk of slavery and human trafficking occurring within any part of our business or supply chain during the financial year ended 31st December 2018 and ongoing periods. We are committed to improving our practices to combat slavery and human trafficking and we will continue to assess our business and supply chain in order to identify risks and then to target those areas with policies, procedures and training to ensure we maintain appropriate safeguards against any mistreatment of persons within our own business and our supply chain.

We are committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. Our Modern Slavery Act Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We require all product and major suppliers to sign up to this policy and to confirm annually that they are acting in accordance with it. We verify our supply chain working conditions via a combination of visits and self-assessment. In addition, this year a supplier contract clause has been drafted which requires compliance with the Modern Slavery Act and will be included in all new supplier contracts as they are signed. This includes obligations on suppliers to: comply with the Modern Slavery Act, conduct regular Modern Slavery risk assessments within their own supply chains, implement appropriate controls to prevent Modern Slavery, and notify MPM immediately if they become aware of any Modern Slavery within their supply chains. Suppliers which breach these obligations will face appropriate actions which could include termination.

Risk Assessment, Audit and Monitoring Our preliminary assessment is based upon geography, the goods or services purchased, supplier quality performance and the nature of the business transaction. We understand that one risk area is in our product supply chains and that inherent risks lie in sourcing raw materials globally. Other risks identified include suppliers' potential use of contractors and seasonal workers and as part of the supplier approval process it is required that suppliers have systems to manage and monitor providers of agency workers including procedures to ensure forced labour does not take place.

All our employees have a contract which sets out their working conditions, expected hours of work and salary. There is a staff handbook detailing policies, procedures, rights and benefits and all HR processes and policies are in line with UK employment laws. There are clearly set out disciplinary and grievance procedures, a Whistleblowing procedure and an Anti-Bribery and Corruption Policy. If we learn of any allegations of slavery or trafficking we will act promptly and effectively in the best interest of the workers affected.

This statement is made pursuant to section 54(7) of the Modern Slavery Act 2015 and constitutes MPM's slavery and human trafficking statement for the financial year ending 31 December 2018.



Julian Bambridge CEO