



Issue 1
Date: December 2017
Document: Group Slavery and Human Trafficking Statement

SLAVERY AND HUMAN TRAFFICKING STATEMENT

The Norkem Group fully supports the aims of the Modern Slavery Act 2015 to eradicate human slavery and trafficking. In particular, the Group wishes to ensure that no child labour or servitude of any kind or human trafficking has been involved in the supply and distribution of products or services.

As a supplier of globally sourced products and services to the food, pharmaceutical, cosmetics, feed, chemical and construction industries, Norkem is committed to working proactively within its supply chain to ensure that the welfare of workers and labour conditions meets the elements of the Ethical Trading Initiative Base Code and relevant International Labour Organization (ILO) Fundamental Conventions

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps the Company has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

This statement gives a broad overview of our commitment to deliver a risk-free supply chain compliant with the Act. It also evidences our deeper commitment to prevent human rights abuse within our wider business network, including all of the businesses with whom we work. We are therefore taking the following steps to ensure that the organisations with whom we work and trade are compliant with the sentiment of the Act.

- As part of our commitment to ensure our supply chain is ethically sound and that we are in compliance with the spirit and detail of the Modern Slavery Act 2015, we are contacting our suppliers to seek assurances about their own awareness of and compliance with the Modern Slavery Act 2015.
- We carry out a constant vetting process by auditing our suppliers using trained internal auditors to validate compliance with the Act.



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- We ask suppliers to submit their Modern Slavery and Human Trafficking statement to us as part of our procurement process.
- We actively ask our staff to “Whistle-blow” on any risks they may identify within the course of their work in relation to this issue within our entire supply chain.
- The Norkem Group will continue to review the position by a process of annual reviews, third party audits and an ongoing monitoring system of all our partners within the supply chain.

This policy is reviewed and updated within 6 months after the end of each financial year.

Signed: 

Date: 2/1/2018

Alan Nicholson (Group Managing Director)

		SIGNATURE	DATE
Created By:	Group QHSE Manager		2/1/18
Approved By:	Commercial Director/MD		2/1/18.