



## Modern Slavery Act Disclosure Statement of CRC UK

May 2023

CRC Industries UK Limited ("CRC") is committed to responsible sourcing and to the prevention of human trafficking and slavery in its supply chain.

With regards to slavery and human trafficking specifically, CRC does not condone any type of unlawful or unethical conduct by its employees, suppliers or business partners. The CRC Code of Business Conduct includes, among other things, a requirement that all CRC employees comply with all laws in the jurisdictions in which CRC does business, which would include those laws regarding the use of labour. Any activity in violation of the Modern Slavery Act of 2015 could result in disciplinary action against the employee, including termination.

CRC also maintains a business conduct hotline through which any employee may confidentially raise any concerns he or she may have, including any concerns about slavery or human trafficking within CRC's supply chain.

CRC prohibits CRC's use of child or forced labour.

CRC's standard supplier contract, currently in place with a number of its suppliers, requires the supplier to comply with all applicable laws in the jurisdictions in which the supplier produces and sells its products. In the standard supplier contract, CRC retains audit rights with regard to the supplier's compliance with the contractual provisions.

CRC's standard terms and conditions of purchase require the seller to warrant that all goods purchased by CRC have been manufactured in compliance with all applicable laws.

CRC has a zero-tolerance approach to modern slavery and human trafficking and will not continue to do business with any supplier found to be engaged in such behavior.

This statement was approved by the Board of Directors of CRC on May 17, 2023.

Signed by: Poculus BV, Director

By:   
Paul Van den Bulcke, General Manager

Date: May 18, 2023

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