

Azelis Group – Slavery and Human Trafficking Statement 2017

1. Introduction

Modern slavery is a term used to describe the criminal offences of slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common deprivation of a person's liberty in order to exploit them for personal or commercial gain. Modern slavery is a crime and a violation of fundamental human rights. Our organisation is committed to ensuring modern slavery does not take place within our business or supply chains.

This statement sets out the steps that the Azelis Group has taken during the previous financial year to prevent slavery and human trafficking from taking place within our business and supply chains.

2. Our Business & Supply Chains

The Azelis Group is a leading global specialty chemicals distributor, representing first class manufacturers across Life Sciences and Industrial Chemicals. Internationally, the Azelis Group provides a diverse range of products and innovative services to more than 27,000 customers, across more than 40 countries, and employs more than 1,700 people world-wide.

3. Our Policies

The Azelis Group understands the importance of putting ethical business conduct at the heart of everything we do.

Our **Code of Conduct** outlines our commitment to honesty, integrity, mutual respect and an open and diverse work culture. The Code of Conduct is published in 21 languages, and is available to suppliers and the public on the Group's website www.azelis.com.

We are resolved to maintaining the highest human and ethical values as set in our **Corporate Social Responsibility Policy** and **Anti-Bribery Policy**. Internationally, the Azelis Group is voluntarily subscribed to the **Ethical and Business Principles of the European Association of Chemical Distributors** (www.fecc.org).

Within the countries we operate, our **standard labour practices** are based on the Ethical Trading Initiative (www.ethicaltrade.org) and founded on the conventions of the International Labour Organisation.

At a local level, effective systems and controls are in operation to ensure slavery and human trafficking is not taking place within our supply chains or business. For this purpose, an Anti-slavery and Human Trafficking Policy is in force for our UK operations.



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4. Risk Assessment & Due Diligence

The risk of slavery and human trafficking within the Azelis Group and its supply chains is mitigated as a result of the controls already outlined, as well as the oversight built into our business operations and the knowledge and skills of our staff.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

5. Training Available to Staff

We provide training to our staff on the risks of modern slavery and human trafficking within our business and supply chains, as well as how to identify non-compliant practices.

6. Our Effectiveness in Combating Slavery and Human Trafficking

Modern slavery is often hidden from plain sight, and can be hard to detect. We encourage our employees to tell us confidentially about any suspicions they may have that slavery or human trafficking is taking place within our business or supply chains. Where any instances are highlighted, we are committed to investigating these concerns and taking appropriate action.

7. Corporate Statement

This statement is issued by the Azelis Group and has been approved by the Azelis Executive Committee and the Supervisory Board.

The UK Modern Slavery Act 2015 requires large companies trading within the UK to be transparent as to their actions. This statement complies with the requirements of section 54(1) Modern Slavery Act 2015 by setting out the steps taken by Azelis UK entities, namely Azelis UK Holdings Ltd, Azelis UK Ltd and Azelis UK Life Sciences Ltd for the financial year ending 31 December 2016.



Hans-Joachim Müller
Group CEO



Gerrit De Vos
Chief Compliance Officer



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