



Anti-slavery and Human Trafficking Statement 2020

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 organization 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 45,000 customers, across more than 56 countries, and employs more than 2,200 people worldwide.

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 23 languages, and is available to suppliers and the public on the group's website www.azelis.com.

We are resolved to maintaining high human and ethical values as set in Azelis' **Corporate Social Responsibility and Sustainable Procurement Policy**, **Code of Conduct** as well as ancillary policies such as our **Anti-Bribery & Fraud Prevention and SpeakUp! Policy**. Internationally, the Azelis group is voluntarily subscribed to the **Ethical and Business Principles of the European Association of Chemical Distributors** (www.fecc.org). In addition, Azelis is a member of **Together for Sustainability (TfS)**, a joint initiative and global network of chemical companies, which delivers the *de facto* global standard for environmental, social and governance performance of chemical supply chains. Through our TfS membership, we have access to the infrastructure allowing us to independently audit the environmental, labor and human rights, ethical and sustainable procurement performance of our suppliers and to identify risks for slavery and human trafficking within our supply chain.



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Within the countries we operate, our **standard labor 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, Azelis will and has put in place specific policies in accordance with applicable regulations, including an Anti-slavery and Human Trafficking Policy for our UK operations.

Additional information on our sustainability efforts and initiatives are set out in the [Azelis sustainability report 2019](#).

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 and processes to:

- Identify, audit 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 whistleblowers

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.

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., Azelis UK Life Sciences Ltd., Azelis UK Finance Holding Ltd., Azelis UK Finance Ltd. and S&D Chemicals Ltd. for the financial year ending 31 December 2019.



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