



Modern Slavery Statement

For financial year ending December 2018

Our business

CalaChem Limited delivers contract and custom manufacturing solutions to customers across the globe. From our site in Grangemouth, UK, we are focused on providing contract manufacturing and site services to customers in the agrochemical and speciality chemical industries.

CalaChem Limited is completely opposed to slavery and human trafficking in all aspects of our operation and supply chain. We expect our employees, suppliers and contractors to display zero tolerance to exploitation and require they comply with the provisions of the Modern Slavery Act 2015 and expect they will hold their suppliers to the same high standards.

Supply chain

The supply chain of any chemical manufacturer is complex and raw materials can go through multiple levels of suppliers before entering the manufacturing process. We have a strict policy for the selection of suppliers for both direct and indirect goods and services including recruitment agencies, training providers, consultants etc.

We expect our suppliers to have procedures in place to ensure modern slavery or trafficking is not taking place in their business or supply chain. In the preceding 12 months we have reviewed our supply base of direct materials to ensure that our approved supplier lists are up to date and relevant.

Policies & procedures

We are committed to compliance with all relevant legislation and to act with integrity in all aspects of our business dealings. Many of our existing policies and procedures encompass aspects of our commitment to ensuring employees are treated in a fair and equal manner and explain how we comply with all laws on treatment of employees. The policies provide employees with the necessary information and support to best recognise exploitation and to ensure there is no slavery or human trafficking in our business or supply chain. The relevant policies include:

- Anti-corruption policy
- Recruitment and selection policy
- Equality policy
- Procedures for the appraisal and approval of vendors

We continually review and update our policies and commit to ensuring that within the next twelve months we will incorporate recognition of modern slavery and human trafficking issues into our induction process for all new employees.

Risk Assessment

As a UK based company with strict HR policies and procedures for recruitment of staff we verify the identity of each potential employee. We also ensure that all candidates are legally entitled to be employed. All prospective employees are required to provide original documentary evidence.

Due to this screening, our main area of risk has been identified as being within our raw material supply chain.



Due to the global nature of the supply chain, we take a risk-based approach to supplier vetting and auditing. Higher risk suppliers are identified by industry, legal entity location, manufacturing location of the country of origin for the supply of main raw materials. Our supply base has remained stable since last issuing this statement.

Due diligence and measuring effectiveness

Over the next twelve months we shall include a statement in our supplier assessment forms to request information on how potential new suppliers ensure that modern slavery and human trafficking is not taking place in their businesses. We shall also obtain copies of their due diligence procedures covering how our suppliers monitor their supply chains.

Once suppliers are selected, approved supplier lists are regularly reviewed and audit requirements are agreed internally. The suppliers in high risk industries or locations are scrutinised further, this can include periodic audits of tier one suppliers.

The number of suppliers that CalaChem Limited uses has been decreasing year on year, this helps CalaChem concentrate on effective measuring of the effectiveness of its supply chain.

Training

CalaChem Limited commit to ensuring that within the next twelve months we will ensure that employees are informed and will raise awareness on how to recognise and respond to any indicators of human rights abuse including how to voice any concerns. We are committed to protecting employees and we ensure all disclosures are treated confidentially without fear of retaliation. Where required, we will provide training to our staff with a particular focus on senior management, commercial, human resources and procurement.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes CalaChem Limited's modern slavery and human trafficking statement for the financial year ending December 2018.

The board of directors have approved this statement.

A handwritten signature in blue ink that reads "N K Partlett".

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Dr N. Partlett Chief Executive Officer

Date: 15 April 2019