

ESSENTRA PLC (“the Company”)

## Modern Slavery Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Essentra plc and its subsidiary undertakings (“Essentra”) during the year ending 31 December 2021 to prevent modern slavery and human trafficking in our business and supply chains. This statement has been approved by the Board of Directors.

### Introduction

In 2021 Essentra has continued to improve its ability to assure that modern slavery and human trafficking have no place in our business, supply chain or joint ventures. Our internal policies and training continue to be deployed and improved.

### Our business

Essentra is a leading global provider of essential components and solutions. The company is organised into three divisions of Essentra Components, Essentra Packaging and Essentra Filters.

Essentra focuses on the light manufacture and distribution of high volume, enabling components that serve customers in a wide variety of end-markets and geographies.

Our international network extends to 32 countries and includes 47 principal manufacturing facilities, sales and distribution operations and four research & development centres.

### How we work

At Essentra, we are committed to doing business the right way. The business is built around our purpose and values, as shown in our Essentra House:



Every employee is expected to understand and embrace the Company values and also the principles of our Ethics Code: to treat others with dignity and respect, embracing diversity and ensuring the safety of those around us, acting with honesty and integrity; to conduct all activities based on the highest ethical standards; and to ensure our business practices comply with all legal or regulatory requirements. We want winning engaged teams that ensure the principles and policies related to Modern Slavery are embraced and part of our underlying culture.

## **Our policies**

In summary, our “Anti-Slavery and Human Trafficking Policy” is intended to prohibit and prevent slavery and human trafficking and any activity that facilitates modern slavery.

All employees are required to comply with the policy and each regional management board is responsible for ensuring that all employees within their respective regions understand and comply with the Anti-Slavery and Human Trafficking Policy.

Employees are required to certify their receipt and understanding of the policy and certify their compliance with it on an annual basis. Failure to comply with the policy may expose the Company and/or its employees to criminal or civil liability and, if proven would result in disciplinary action, including dismissal.

In addition, our operations in India and Indonesia are accredited to SA 8000 standards which detail fundamental principles of human rights. Essentra does not engage seasonal workers to any material extent, so we do not consider this to be a significant area of risk.

The Essentra Right to Speak Policy and process is in place to enable any employee to report any circumstances where they genuinely and reasonably believe that the standards of the Ethics Code – or, indeed, any of our policies – are not being upheld. We are committed to ensuring that employees feel able to raise any such concerns openly in good faith, without fear of victimisation or retaliation and with the support of the Company.

## **Supply chain**

Essentra is committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains.

Essentra expects the same high standards from all of its contractors, suppliers and other business partners, and as part its contracting processes. We expect all of our suppliers to hold their own contractors accountable to the same high standards of ethics and integrity.

In 2021 our procurement teams continued to embed improved supplier management approaches, including an undertaking to perform spot checks and hold annual reviews with key suppliers, where, as a matter of course, Essentra’s policies are reviewed and highlighted.

As part of both our ‘Know Your Supplier’ and ‘Third-Party Due Diligence’ policy protocols, we require the relevant management teams to ensure that appropriate inquiries and a risk-based review are undertaken of suppliers – including an assessment of modern slavery risk. In addition, all our existing suppliers are subject to review, to allow us to identify and eliminate any potential risks regarding human rights within our supply chain.

Our standard terms and conditions of contract contain clauses to drive compliance with the UK legislation and Essentra policies related to Modern Slavery e.g. “The Supplier shall comply with all applicable laws, regulations, and codes of practice with regards to human rights, labour laws, and workers’ rights, including – but not limited to – the United Kingdom’s Modern Slavery Act 2015, and, in particular, not engage either directly or indirectly in any form of slavery, servitude, forced labour or human trafficking.”

## **Employee training**

We require all our employees to review and confirm acceptance of Company policies which are fundamental to the principles and values or are otherwise relevant to the role and responsibility of any individual employee, including key policies in relation to the avoidance of modern slavery and the protection of human rights.

Our Compliance and Ethics programme delivers training designed to increase the awareness of employees of key compliance issues. Employees' understanding of our policies is supported by an eLearning training programme and, where applicable, we hold classroom-style sessions, with all divisions being required to identify what are the most prevalent risks to their respective activities; in certain jurisdictions, this includes a greater focus on the actions required to avoid modern slavery within the Essentra supply chain.

## **Compliance**

The acceptance rate of all of our policies – including Anti-Slavery & Human Trafficking and Third-Party Due Diligence - is reviewed by the Group Risk Assurance team as part of their normal internal audit processes, to ensure that our principles and standards are being adhered to. Their findings are conveyed to the Audit & Risk Committee and to the wider Board so that any risks or compliance incidents are identified and appropriate remedial action identified and completed as soon as is reasonably practicable.

## **Summary**

It is the people within our company and the people that we work and engage with that allows Essentra to be a leading global provider of essential components and solutions. As such Essentra will continue to make every effort to ensure that its employees and the personnel within its supply chain are treated ethically and with respect.

By order of the Board



Paul Forman - Chief Executive Officer, Essentra plc