

Slavery and Human Trafficking Statement for the 2022 Financial Year

This statement sets out the steps that MBCC Group is taking to ensure slavery and human trafficking is prevented in our supply chains, and other parts of our business. It represents MBCC Group's modern slavery disclosures for the 2022 financial year, made pursuant to obligations including those set out in Section 54 of the UK Modern Slavery Act 2015, and the California Transparency in Supply Chains Act of 2010. MBCC Group is also an active signatory to the United Nations Global Compact (UNGC).

Our commitment

MBCC Group is committed to maintaining and improving our practices to prevent slavery and human trafficking violations related to our own operations and our supply chain. We expect our suppliers and supply chain to comply with our goals in this regard. We are committed to compliance with the letter and the spirit of the laws of all countries where we do business, and to conducting all of our business in accordance with high standards of international business ethics, including the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labor Organization (ILO) Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.

Following our carve-out and inception in 2020, MBCC Group introduced a new Group Code of Conduct, outlining our business values as we work towards our goal of becoming a global leader in sustainable construction. This Code of Conduct sets out our core values, core behaviors, strategic imperatives, and strategic value proposition.

About us, our operations and supply chain

We are a global supplier of construction chemicals, products, and solutions. We offer innovative and sustainable products and solutions to the construction industry across many sectors, including buildings, structures, underground construction, new construction, and renovation.

Our innovations address sustainability challenges across the construction industry. The result is a well-balanced and resilient business model that delivers sustainable performance and steady, above-market volume growth. Our ~ 7,800 employees – at more than 130 manufacturing sites globally – produce, market, and sell our suite of performance products to more than 30,000 customers in over 70 countries.

MBCC Group's slavery and human trafficking risks

MBCC Group has recently been awarded the Silver Medal rating by independent ratings agency EcoVadis, which concluded that, overall, our practices across a range of metrics (including labor and human rights standards) ranks in the 75th percentile and in the top 25% of suppliers within the chemicals industry. We also understand that no supply chain is free from modern slavery risk and we continue to increase the dialogue with, and monitoring of, our suppliers and business partners.

Our policies and practice

The following sets out our direction to manage modern slavery risks in our business and supplier base:

- Our employees work in a safe and secure environment, and we offer opportunities for development and advancement. It is our commitment to maintaining the highest standards of business conduct and corporate governance practices.
- In late 2020, MBCC Group promulgated a [Supplier Code of Conduct](#) in 11 languages, committing to operating ethically to maximize the long-term sustainability of our business. MBCC Group is committed to the prevention of modern slavery, servitude, human trafficking, or any forced or compulsory labor anywhere in our supply chain, and we expect our suppliers, vendors, and other third parties to share these core values. We require that our suppliers operate ethically by acknowledging our Supplier Code of Conduct, which provides guidance for doing business with MBCC Group. We are committed to continually improving our operations and expect our suppliers to promote similar principals throughout their own supply chains. We will immediately take steps to cease business with any third party which we discover to be complicit in inappropriate practices, and will make any required reports to the relevant authorities.

- Our MBCC Group Code of Conduct contains specific provisions addressing human rights, labor and business conduct and expressly states our commitment to the prevention of modern slavery, servitude, human trafficking, and any forced or compulsory labor. Every employee has access to the MBCC Group Code of conduct, and receives mandatory annual refresher training on its contents and principles. Any employee who violates the MBCC Group Code of Conduct will be subject to disciplinary action, up to and including termination of employment.
- Our whistleblower policy encourages and enables staff, contractors, and business partners to report anything of concern and explains how they can do so confidentially and anonymously (if preferred). We do not permit retaliation of any kind against employees or other persons for complaints submitted in good faith. Additionally, no employee will be adversely affected or disciplined by the Company because the employee refuses to carry out a directive which, in fact, constitutes a violation of any laws or the MBCC Group Code of Conduct.

Looking ahead

In the coming year, MBCC Group will:

- Provide key members of our global and local purchasing teams with training on modern slavery and human trafficking;
- Utilize a holistic risk-based approach to supplier engagement and own-site operations; and,
- Continue to perform ongoing reviews of our policies, programs, and strategies to prevent all forms of modern slavery and human trafficking in our operations and supply chains.

This statement is made by the board of managers of MBCC Group, pursuant to section 54(1) of the Modern Slavery Act 2015, and on behalf of its subsidiaries and affiliates in MBCC Group and signed on their behalf by

Dr Jochen Fabritius
Chief Executive Officer