

Statement by ACTIS Insulation Ltd pursuant to section 54(1) of the Modern Slavery Act 2015

The Modern Slavery Act 2015 came into effect on 29th October 2015. This law requires organisations carrying on a business in the UK which have an annual turnover exceeding £36 million to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.

This statement sets out the approach taken by ACTIS to understand all potential modern slavery risks related to its business and the actions undertaken to mitigate any such risks during the financial year ending 31.12.22.

About ACTIS

ACTIS Insulation Ltd is part of the Laurent Thierry Group which is headquartered in France and which designs and manufactures innovative, high performance, energy saving, reflective foil insulation products and solutions for distribution and sale worldwide.

For more information visit www.insulation-actis.com

Supply Chain

ACTIS has an extensive supply chain for both goods, such as machinery and materials and components used in the manufacture of finished products, and services, such as transportation, which is managed by the Procurement team based at the head office in Limoux, France.

Zero tolerance policy

ACTIS manages its business in a socially responsible way and has a zero tolerance policy towards violations of the laws banning forced labour, slavery and human trafficking. The Board is committed to preventing acts of slavery and human trafficking from occurring both within its own business and its supply chain.

Due diligence processes

- ACTIS recognises that the risk of modern slavery potentially exists within its own operations and robust HR policies and procedures are in place to ensure that all employees have the right to work in the UK and Europe and are protected against exploitation
- Staff are made aware of the Modern Slavery Act and of the procedure to follow if a case of slavery or human trafficking is suspected
- A whistleblowing policy is in force so any employee can raise a concern about how a colleague is being treated or practices within the business or supply chain without fear of reprisal

- ACTIS employees are all provided with contracts in line with UK and European employment law
- A responsible purchasing policy is in place including identification of specific environmental, social, human rights or legal risks
- There is an on-going review of procurement contracts to ensure suppliers comply with the Modern Slavery Act

The above processes enable ACTIS to take full responsibility for ensuring that both its business and its supply chain comply with the Modern Slavery Act 2015

This statement is approved by the Board and signed on its behalf by:

Laurent THIERRY

A handwritten signature in black ink, appearing to read 'L. Thierry', with a stylized flourish at the end.