



## Modern Slavery Policy

This statement, made in accordance with section 54 of the UK Modern Slavery Act 2015 (The Act), sets out the measures taken by Oxkem Ltd (“Oxkem”) to ensure compliance with the above Act.

Oxkem is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain. We have a zero-tolerance approach to all forms of modern slavery, including servitude, forced, bonded and compulsory labour, and human trafficking, and we expect our suppliers and partners to adopt the approach set out in this policy and in our Supplier Code of Conduct.

### **Oxkem**

Oxkem Ltd (“Oxkem”) is a wholly owned subsidiary of Oxkem Energy. Oxkem is a leading manufacturer of metal salts with a particular focus on aluminium, trivalent chromium, and vanadium compounds. A recognised leader in our fields of expertise, we aim to supply our global customers in the most cost-effective, sustainable, and ethical way possible.

Whilst Oxkem supplies customers globally, all its operations are based in the UK and therefore covered by the Modern Slavery Act 2015. We act in compliance with all applicable laws and regulations.

Our supplies include commodity chemicals; packaging supplies; manufacturing parts; general factory and office equipment and supplies; transport services, and energy. The majority of our supplies are sourced in the UK. Some supplies are sourced outside the UK through key suppliers. We expect all suppliers to take appropriate steps to comply with the Modern Slavery Act 2015 and to take appropriate actions to minimise the risk of modern slavery, child labour and human trafficking in their supply chains. Oxkem is committed to working with all its suppliers in this regard.

### **Reporting**

We believe that one of the best ways to help eradicate modern slavery and child labour is through maximising awareness among our employees, partners, customers, and suppliers. Oxkem encourages all its employees, partners, customers, and suppliers to report any violations, including any possible or suspected instances of modern slavery, child labour or human trafficking in our supply chain. All our employees are encouraged to use Oxkem’s procedures to report any suspicion or concerns they might have, in the knowledge that they can do this in complete confidentiality.

### **Due diligence processes for modern slavery and child labour in our supply chain**

In addition to our procurement terms and conditions, we expect our suppliers to adhere to our Supplier Code of Conduct, which sets out our expectations of our suppliers in helping to counter modern slavery and child labour in their supply chains. We work with our suppliers to ensure that our supply chain is clear of modern slavery and child labour. All our suppliers are asked to warrant that, in performing their contractual obligations, they will ensure that they and their sub-contractors, partners, or agents will:



- comply with all applicable local laws relating to modern slavery, labour practices, forced labour and child labour, as set out in our Supplier Code of Conduct.
- take reasonable steps to ensure that there is no slavery, human trafficking or child labour in their business or supply chains, and that they institute and maintain their own policies and procedures.
- promptly notify Oxkem as soon as they become aware of any possible or suspected form of modern slavery, child labour or human trafficking in their supply chains.

### **Further questions**

Any questions relating to Oxkem's commitment to eradication of slavery and child labour should be addressed either to Oxkem's HR and Compliance Manager, Helen Walpole. or its Managing Director, Edward Head.

Edward Head

A handwritten signature in blue ink, appearing to read "Edward Head", is positioned above the typed name.

Managing Director

Oxkem Ltd

1<sup>st</sup> January 2023