



Modern Slavery Act 2015: Statement for Fermacell UK, branch of Fermacell GmbH t/a Fermacell

INTRODUCTION

Fermacell is proud of the steps we have taken to combat slavery and human trafficking. We are fully committed to conducting business and responsible labour in compliance with all applicable laws and regulations. Slavery and human trafficking is not part of Fermacell's organization, nor will it be encouraged by Fermacell. Fermacell expressly rejects Slavery and human trafficking in all her forms and will actively combat it should it occur within our industry and supply chain.

ORGANISATION'S STRUCTURE

Fermacell produces and distributes high-quality building materials for the dry lining boards market. The main business segments of Fermacell are the fermacell gypsum fibre range for dry lining and interior work of walls, ceilings and floorings as well as fermacell Powerpanel for wet rooms and semi-exposed external wall areas. The fire-protection boards of fermacell AESTUVER complete the range.

Fermacell UK is a Sales Office based in Sutton Coldfield and a branch of Fermacell with headquarters in Duisburg, Germany. Fermacell GmbH is part of the international organization of the Xella Group with presence in over 29 countries and employs over 6.000 employees with headquarters in Duisburg, Germany. Xella's main parent is Lone Star, a global private equity with headquarters in New York, USA.

OUR BUSINESS

Our business is organised into multiple business units: 3 factories in Germany operated by Fermacell GmbH, 1 factory in Holland operated by Fermacell B.V. and 1 factory in Spain operated by Fermacell S.L.U.. Fermacell GmbH operates a sales office in the UK. The UK sales office is made up of external sales staff, a technical team and an order processing department. All materials are manufactured in our European factories and then shipped into the UK.

OUR SUPPLY CHAIN

Our products and accessories are sourced from affiliated companies in Netherlands, Germany and Spain.

Considering the supply chain of our production facilities the vast majority of our suppliers are located in the country of production or the surrounding neighbour countries in Europe (>90% in terms of n° of suppliers and spend).



OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Whilst UK legislation on this issue is new, we have had our own Ethical Business Policy since 2013, which is reflected in our Xella Code of Conduct. We are committed to ensure that there is no modern slavery or human trafficking in our supply chain or in any other part of our business. Our Anti-slavery Policy (which was additionally established in 2017) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Since 2014 a Group wide, uniform Supplier Code of Conduct is valid which applies the content of Xella's code of conduct on our suppliers. It describes essential rules of conduct which are fundamental to national and international business dealings. We expect from our suppliers and their sub-suppliers responsible business behaviour throughout the supply chain and that they comply with legal requirements and regulations, amongst others prohibition of child and forced labour in accordance with ILO Convention No. 29 and 138.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending December, 31st 2017.

SIGNATURE DIRECTOR

Niels-Jorgen Pallesen
Fermacell UK

NAME OF COMPANY

Date: 9th of January 2018