

SOCIAL RESPONSIBILITY AND BUSINESS ETHICS POLICY



Knauf is committed to the highest standards of ethical conduct.

We require all employees of Knauf, all third parties that represent the Company directly or indirectly, such as our supply chain, consultants, representatives, distributors, joint venture partners and any other third parties that supply goods or services to the Company, to meet our standards and ensure compliance with all matters relating to social responsibility and business ethics.

Whilst all employees are responsible for their own adherence to the policy, managers are also required to consider whether the actions of their staff and representatives are undertaken in accordance with the company requirements.

We are committed to ensuring compliance with laws to which our activities may be subject, including anti-corruption and bribery legislation, UK & EU Competition Law, Modern slavery, GDPR, tax avoidance and evasion, and equal opportunities and anti-discrimination. In this respect we have emphasized these below, highlighting the appropriate definition of the requirement:

Fair Treatment of Employees and Equal Opportunities

Our policies and procedures reinforce the legal requirements concerned with running our business to ensure fairness of treatment and opportunity for all our employees and to eradicate harm and illegal practices with respect to workers throughout our business. We promote our values of Menschlichkeit, Partnership, Commitment and Entrepreneurship and ensure we have high standards and expectations around leadership, team management and general conduct. Managers are annually appraised in line with these values.

Modern Slavery and Labour Rights

We take a zero-tolerance approach to any form of slavery, human trafficking, child labour and breach of national labour laws and are committed to acting professionally and fairly in all our relationships and business dealings. Our policies put in place principles and procedures to support this commitment. Our Modern Slavery Act statement is published annually on our corporate website detailing our work in these areas.

Anti-Corruption and Bribery

We take a zero-tolerance approach to any form of bribery or corruption and are committed to acting professionally and fairly in all our relationships and business dealings wherever we operate. Our policies put in place principles and procedures to support this commitment.

Sourcing of Suppliers

All new suppliers must be approved through our supplier questionnaire process. This approval process checks compliance with the Modern Slavery Act 2015 and anti-corruption legislation to ensure that our supply chain upholds the same standards and ethical practices as ourselves.

Data Privacy

The Data Protection Act 2018 is the UK's implementation of the General Data Protection Regulation (GDPR). We ensure that any personal data processed by us or on our behalf is:

- Used Fairly, lawfully, and transparently
- Used for specified, explicit purposes
- Used in a way that is adequate, relevant, and limited to only what is necessary
- Accurate and, where necessary, kept up to date
- Kept for no longer than necessary
- Handled in way that ensures appropriate security, including protection against unlawful or unauthorised processing, access, loss, destruction, or damage

Tax avoidance and evasion

Whilst UK law differentiates between avoidance and evasion, neither practice is acceptable within Knauf or within its supply chain. We are committed to complying wholly and without exception with this legislation.

Fair Competition

Our policies and procedures ensure our compliance with competition law. Compliance is not only a legal requirement but is also essential to our brand and reputation and the long-term success of our business.

Training

Training is provided to raise awareness and sensitivity to issues around equality and dignity at work in order to ensure that all relevant employees receive training in the areas of Modern Slavery, Anti-Corruption and Bribery and Competition compliance.

Reporting breaches

Any employee who has concerns regarding a breach or suspected breach of the Company's policies can raise them initially with their Line Manager, or where confidential reporting is appropriate, directly to the Director. Where any concerns raised are proven to be justified, any training or re-training required will be made available, together with changes/improvements to procedures, and/or disciplinary action will be taken as deemed appropriate.

Summary:

Fundamentally, the success of our approach depends upon our management and employees understanding the Company's values, applying judgment and reason in an open environment, and having the confidence that the Company will help and support them when dealing with difficult issues. Knauf has highlighted and controls the above key areas of social responsibility and business ethics, with additional information and resource available when necessary and we work proactively with clients and stakeholders to achieve our goals and constantly strive for continual improvement in these areas.



Ian Stokes, Managing Director
Knauf UK GmbH
19th May 2023