

**Knauf UK GmbH and the Knauf Group recognise our moral and ethical responsibilities to do all that we can to ensure that our business and supply chain is slavery free. As a global company with a global footprint in terms of employees and supply chain, Knauf recognises that modern slavery and human trafficking is a serious global issue and affects all industries and sectors. We have policies and processes in place to prevent this directly within our organisation and we will continue to review our engagement with our supply chain to work towards tackling modern slavery, throughout our supply chains.**

**This statement sets out the actions that we have taken to understand modern slavery risks related to our business, and the steps we will look to implement to prevent slavery and human trafficking during the 2024 financial year.**

### **Structure and business organisation**

We are a global manufacturer of gypsum-based construction products; plasterboards and plasters, and we also supply merchandise to the construction industry and related sectors. "Knauf (UK) GmbH is a part of the Knauf Group headquartered in Iphofen, Germany with a registered branch office in the UK comprising manufacturing sites in Sittingbourne and Immingham, offices in London and a distribution centre in Dublin, Republic of Ireland. Our ultimate parent company is Knauf GmbH, which also has its head office in Iphofen, Germany. As Knauf we have over 35,000 employees worldwide and operate in more than 85 countries."

### **Supply chains**

The Company purchases various types of gypsum including Flue Gas Desulphurised (FGD), recycled and natural gypsum, paper and basic chemicals as the main ingredients of its products, as well as packaging materials and small quantities of speciality chemicals. Our supply chains are therefore in the large-scale power generation industry (for our FGD gypsum), quarries and large-scale waste reprocessing, and the industrial chemicals sector.

For the Company's gypsum-based products all recovered waste materials are sourced from recovery operations within the UK, while other gypsum is sourced from the UK and EU Countries. All other raw materials are sourced from suppliers in the UK, the European region, as well as the far east.

We aim to establish a relationship of trust and integrity with our suppliers, building on mutually beneficial factors. Our supplier selection process involves due diligence of the supplier's respect for the law, compliance with health, safety and environmental standards and we are certified to BES 6001 Responsible Sourcing of Construction Products. Knauf will never knowingly tolerate slavery or forced labour and no one shall be required to perform forced or compulsory labour for or on behalf of Knauf or its partners. During the last financial year, we were not made aware of any allegations of human trafficking / slavery activities against any of our suppliers. If we were to be made aware of such allegations, we would act immediately and work with our supplier and any necessary authorities to address any issues.

### **Slavery and human trafficking**

- This statement confirms that Knauf is committed to ensuring that there is no modern slavery or human trafficking in any part of its business or its supply chains. Knauf operates the following policies for preventing human slavery and trafficking in our operations:
- Whistleblowing policy; we encourage all employees, customers and suppliers to report any suspicions of human slavery without fear of retaliation by using our Speak Up line.
- The Knauf Code of Conduct reflects our commitment to acting lawfully, ethically and with integrity in all our business relationships.
- Human Resources; our Recruitment Policy demonstrates our commitment to ensuring all our employees have the right to work and our approach to human slavery and trafficking.
- Supply Chain; we request information from our suppliers regarding their approach to Modern Slavery, and would work with our suppliers in the event of any concerns identified. As such, all Knauf suppliers are duty bound to accept the principles of the Knauf Code of Conduct.

### **Due diligence processes for slavery and human trafficking**

The Company's assessment suggests that the risks of slavery and human trafficking taking place in our supply chains are relatively low. We are, however, not complacent. Over the past year we have been continuing to evolve our process of due diligence. We have;

- Reviewed and amended our standard terms of business and supplier qualification with the Company's supply chain and contractors, to ensure compliance with the Modern Slavery Act 2015
- identified key risk areas which include: transport of our goods which is managed through a third party; use of Agency workers, and waste management companies. We have brought this to the attention of our providers through new contractual arrangements and subsequent requests to review their own Modern Slavery Statements and will continue to monitor their responses.
- Continued to manage the risks of Modern Slavery in recruitment of our permanent and fixed term staff, detailed in our Recruitment Policy.
- Ensured our statement is readily accessible and available on our company website for any customers wishing to work with Knauf as a supplier, and to internal employees through our Business Management System.
- Delivered mandatory e-learning training modules to key members of staff to ensure a working knowledge and solid level of understanding of the risks of modern slavery and human trafficking exists in our business.
- Joined as a buyer with the Supplier Ethical Data Exchange (Sedex), helping us to manage and assess supplier sustainability performance. Knauf Group procurement are now also members of Ecovadis.

Our Senior Leadership Team has overall responsibility for compliance with the Act, and review progress and any concerns annually at the Compliance Review.

### **Combating Slavery and Human Trafficking during 2024**

We also plan further measures before the end of this financial year to reinforce our due diligence processes. In particular, we will:

- Continue to evaluate our external or 3rd party options for undertaking ethical audits of our supply chain.
- Continue to review our Tier 1 supply chain risk assessment which will consider the risk profile of individual countries based on the Global Service Index and then consider extending this to our Tier 2 supplier groups.
- Deliver mandatory e-learning training modules to new members of staff in key positions to ensure a working knowledge and solid level of understanding of the risks of modern slavery and human trafficking exists in our business.
- Share this statement through our Business Management System and website with the goal of raising awareness of modern day slavery and human trafficking.
- Complete the Modern Slavery Assessment Tool provided by the UK Government to ensure any corrective action or measures are required.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Slavery and Human Trafficking Statement for Knauf UK GmbH for the financial year ending 31st March 2023.



**Ian Stokes, Managing Director**  
**Knauf UK GmbH**  
**30<sup>th</sup> April 2024**