

**DOCUMENT TITLE:** Modern Slavery and Human Trafficking Statement

**ENTITIES COVERED:** Composites One LLC  
Composites One Canada ULC  
C-1 México S. de R.L. de C.V  
Aerovac Systems UK Ltd (13048411)  
Aerovac Keighley Ltd (01472714)  
Aerovac Med-Lab Ltd (00540182)  
Aerovac LLC  
Aerovac Toulouse SAS  
Aerovac Mondovi S.r.l.  
Aerovac do Brasil Comércio de Materiais de Processamento Ltda

**EFFECTIVE DATE:** 2023

This statement is made on behalf of Composites One LLC, headquartered in Schaumburg, IL (USA), and its affiliated entities listed above.

It is a priority to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain, including implementing a Code of Conduct, communicating our Code of Conduct to all suppliers, and requiring suppliers in medium-high risk forced labour areas to sign a copy to confirm compliance with its terms, and rolling out our global "Ethico" ethics whistleblower hotline for all stakeholders.

### **Organisation's structure**

We are a leading provider of raw materials and process materials essential to composite manufacturing in the aerospace, construction, consumer recreation, cultured marble / solid surface, defence/ballistics, industrial/ corrosion, infrastructure, marine, process consumable, transportation, and wind energy/power industries. Composites One LLC and our affiliated entities have over 970 employees worldwide and operate in England, the USA, Italy, France, Brazil, and Canada.

### **Our UK business**

Our UK business operates through Aerovac Keighly Ltd and Aerovac Med-Lab Ltd, which are both subsidiaries of Aerovac Systems UK Ltd, which is itself a subsidiary of Aerovac Systems LLC (an affiliated entity of Composites One LLC).

### **Our supply chains**

Our supply chains include: The Procurement and distribution of both direct and indirect materials for the fabrication of composite components including the following: thermoset resins, gelcoats and epoxies; fiberglass and carbon fiber reinforcements, advanced materials such as pre-impregnated reinforcements, structural films, core, extruded films, process materials and equipment; and chemicals and consumables such as styrene, acetone, organic peroxides, mold releases, adhesives, abrasives, additives, fillers, personal protection equipment, masking tapes, surface finishing products and processing aids.

### **Our policies**

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls. We also have a Whistleblowing Policy in place, supported by our "Ethico" ethics whistleblower hotline that is available to all stakeholders.

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

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### **Supplier adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our ethics, we have the following Due diligence policies and procedures in place to identify and address risks include the following:

- A Code of Conduct that sets out our ethical standards and expectations for our employees, suppliers, and partners.
- Terms and Conditions of Purchase and Distribution Agreements that require our suppliers to comply with all applicable laws and regulations.
- Supplier Screening and option to audit to evaluate the performance and compliance of a supplier with respect to various standards, regulations and contractual obligations and to verify supplier's sources of materials, subcontractors and workers.

We have a dedicated compliance team, which consists of representatives and involvement from the following departments:

- Legal
- Government Compliance
- Human resources
- Product and Market Management
- HSE
- Global Trade Compliance

### **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 annual training to our staff that work in areas at risk for modern slavery and human trafficking.