



## **MODERN SLAVERY STATEMENT**

In addition to the Thor Group as a whole, this statement covers the activities of Tato Holdings Limited, Thor Group Limited and Thor Specialities (UK) Limited, for the purpose of complying with their individual reporting requirements for the financial year ending 31 December 2018 under the Modern Slavery Act 2015.

### **Our organisation**

Thor is a global chemical business, employing over 1,400 people worldwide. The Group manufactures and distributes biocides, flame retardants, personal care ingredients and other speciality chemicals. This worldwide manufacture and supply is backed by technical service centres offering customers microbiological, analytical and IVT services alongside regulatory and formulatory expertise.

Thor has manufacturing and sales operations in the UK, Germany, France, Spain, Mexico, Brazil, China and Malaysia with additional sales operations in Italy, Sweden, Turkey, the US, South Africa, Australia and Japan.

### **Our policies and procedures**

Thor recognises the responsibilities we share with our suppliers to deliver our services in an ethical manner. As part of this commitment, we welcome the Modern Slavery Act 2015 and acknowledge our responsibility towards the prevention of slavery and human trafficking under it. We want our clients and customers to be confident that we and our business partners treat their employees fairly with respect to human rights and employees are not exposed to unsafe working practices or in any way forced to work in slavery.

We are committed to the principle that acts of modern day slavery and human trafficking should not enter the business and its supply chain, and our anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships. We expect similar commitment to these principles from all organisations with which we do business and will not support or deal with any business knowingly involved in slavery or human trafficking. We ensure that all staff are made aware of our position with regard to slavery and human trafficking, and if anyone feels that a breach of our Code of Conduct may be taking place, they are encouraged to raise their concern, either through their line manager or directly with our Company Secretary.

Approved by the Management Group of TATO Companies and signed on its behalf by Joan Antoni Pujante, Group Chief Executive, on 11<sup>th</sup> March 2019

#### **THOR GROUP LIMITED**

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