

Modern Day Slavery Act– Statement

This statement is made on behalf of Nationwide Hygiene Group Ltd. ("The Group") pursuant to Section 54 (1) of the Modern Slavery Act (the "Act") and constitutes our slavery and human trafficking statement.

Nationwide Hygiene Ltd is a limited company registered in England, Wales and Northern Ireland (company number 2074515).

Modern Day Slavery Act– Statement

This statement sets out Nationwide Hygiene Group's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1st January 2016 to 31st December 2016.

As a responsible member of the Hygiene industry, Nationwide recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. Our aim is to achieve the highest ethical standards in this regard and as an absolute minimum, we will comply with all relevant legislation.

Organisational Structure and Supply Chains

Responsibility for our anti-slavery initiatives is as follows:

Overall: David Scholes, Managing Director, has been appointed as the key contact for issues relating to modern slavery and human trafficking within our operations. Our Financial Controller has been appointed as the key contact for modern slavery and human trafficking issues within our supply chains.

Risk assessments: For our supply chains, the Group Purchasing Department is responsible for carrying out the modern slavery and human trafficking risk analysis.



Relevant Policies

The Group has in place the following policies that set out our approach to the identification and prevention of modern slavery and human trafficking in our own business and our supply chains.

Corporate & Social Responsibility: This policy 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.

Code of Conduct: We are committed to ensuring that our suppliers adhere to the highest ethical standards. Suppliers are required to demonstrate that they provide their workers with safe working conditions, treat them with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

Ethical & Environmental Procurement Policy: The Code sets out the standard of ethical conduct we expect from our suppliers. Suppliers are expected to conform to the Code and to ensure that they comply with it, with major emphasis on areas which are considered to be at higher risk. The Code also sets out the implications for a supplier of acting in breach, including termination of the business relationship.

Due Diligence and Compliance

As part of our initiative to identify and mitigate risk, we undertake due diligence when considering taking on new suppliers and regularly review our existing suppliers against the same criteria. Our due diligence and reviews include:

- ✓ Assessing whether or not particular activities, countries or regions are high risk in relation to slavery or human trafficking by conducting supplier audits or assessments
- ✓ Reference to the work of the Global Slavery Index (<http://www.globalslaveryindex.org/>) which identifies countries where there is a higher risk of exploited labour
- ✓ Taking steps to improve substandard suppliers' practices, including providing advice to suppliers through the audit process and face to face meetings on their premises
- ✓ Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.



Measuring Performance

The Group has a zero tolerance policy of human trafficking, exploitation and slavery within its operations. In order to measure how effective we are in ensuring that modern slavery and human trafficking is not taking place in our business or supply chains, we are:

- ✓ Continuing to develop a process for supply chain verification whereby the organisation evaluates potential suppliers before they enter the supply chain (as part of our Ethical and Environmental Procurement policy) ; and
- ✓ Conducting a review of our existing supply chains, expected to be completed by March 2017, whereby the organisation evaluates existing suppliers.

Training

We require all key staff within our supply chain to complete training on modern slavery to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains.

Awareness-raising Programme

As well as training staff, the organisation has raised awareness of modern slavery issues by adding the topic to our employee induction programme.

Staff are also actively encouraged them to report any concerns they may have regarding modern slavery and human trafficking, via the reporting process within our Code of Conduct Policy.

Ownership, Approval Process, Changes and Deviations

This statement was approved by the Board of Directors of Nationwide Hygiene Group and is owned by the Chief Executive, and all updates, changes, deviations and supplements will be authorised by this role.



David Scholes
Chief Executive

Updated December 2016

