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Owner:	Murtaza Makda	
Approved:	Stuart Evans	
<b>UNCONTROLLED WHEN PRINTED</b>		

## Modern Slavery Act Transparency Statement

### 1. Modern slavery statement for financial year 2021/2022

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Mexichem Specialty Compounds Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

### 2. Introduction

Modern Slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Victims are coerced, deceived, and forced against their free will into providing work or services. Modern slavery is a crime, and a violation of fundamental human rights and Mexichem Specialty Compounds recognizes that this is a global issue taking many forms and affecting many industries and sectors.

This statement sets out Mexichem Specialty Compounds' 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 5<sup>th</sup> April 2021 to 4<sup>th</sup> April 2022

As part of the plastics industry, Mexichem Specialty Compounds recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Mexichem Specialty Compounds 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.

This statement includes, without exception Mexichem Specialty Compounds, its suppliers – inclusive of contractors and internal company supplies – and customers

### 3. Organisational structure and supply chains

We are a part of the Orbia Group, a community of companies working together to tackle some of the world's most complex challenges. The Orbia community is bound by a common purpose: To Advance Life Around the World. Our ultimate parent company is Orbia Advance Corporation, S.A.B. de C.V. ("Orbia") which has its head office in Mexico. Orbia has over 22,000 employees worldwide, with operations in 50 countries.

Currently employing around 240 people in the UK, Mexichem Specialty Compounds Limited manufactures specialty compound for the plastics industry. We purchase raw materials direct from manufactures or through distributors which are blended to set recipes before being turned into plastic pellets which are either injection moulded or extruded by our customers for their set market.

### 4. Countries of operation and supply

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Mexichem Specialty Compounds currently supplies many organisations in many countries around the world through direct supply or through distributors from its UK facilities based in Leicestershire & Derbyshire

### 5. Our policies

Mexichem Specialty Compounds Limited operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. For example:

- **Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- **Recruitment policy.** Mexichem Specialty Compounds operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- **Code of business conduct.** This code, delivered through our Ethics Policy explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### 6. Our suppliers

Mexichem Specialty Compounds operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- A. They have taken steps to eradicate modern slavery within their business
- B. They hold their own suppliers to account over modern slavery
- C. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)

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D. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations

E. We may terminate the contract at any time should any instances of modern slavery come to light.

#### 7. High Risk Areas

Currently, after reviewing all questionnaire returns of new supplier's forms, none of our suppliers or contractors are considered to be high or medium risk

#### 8. Training

Mexichem (Corporate) regularly conduct training for all employees through its annual Orbia ethics training in March which includes our procurement/buying team so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

#### 9. Mexichem Specialty Compounds performance indicators

Mexichem Specialty Compounds will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- Through our supplier/customer self-assessment questionnaires like the new suppliers form, no issue has been flagged up during the analysis for the set financial year
- no reports are received from employees, the public, supplier/customer whistleblowing or law enforcement agencies to indicate that modern slavery practices have been identified.

Mexichem Specialty Compounds is committed to ongoing review/compliance to prevent slavery and human trafficking.

#### 10. Approval for this statement

This statement has been approved for the financial year (21/22) by

**Name (Director)**

**Stuart Evans**

**Signature**

**Stuart Evans**

**Date**

16<sup>th</sup> September 2022

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### Modern Slavery Act Transparency Statement

Revision N <sup>o</sup>	Description	Date
1	Creation of Document	1 <sup>st</sup> Nov 2016
2	Reviewed for new financial year	16 <sup>th</sup> April 2017
3	Reviewed for new financial year	5 <sup>th</sup> April 2018
4	Reviewed for new financial year	20 <sup>th</sup> July 2020
5	Reviewed for new financial year, change of owner & number of employees	12 <sup>th</sup> Aug 2021
6	Reviewed for new financial year, added additional comments for Orbia and made it UK business statement	16 <sup>th</sup> Sept 2022