



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking.

XRO Chemical Services Ltd has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all its business dealings and relationships. XRO Chemical Services Ltd implement and enforce effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015. XRO Chemical Services Ltd expects the same high standards from all of its staff, suppliers, contractors and other business partners and expects that their suppliers will in turn apply the same standards along their supply chains.

### **Action taken/To be taken**

We are a chemical manufacturing company supplying many industrial sectors, both nationally and internationally with cleaning chemicals.

Our raw materials are sourced through UK distributors, however some of the raw materials come from a number of countries around the world, Transparency from the distributors and their manufacturers of these products and subsequent supply chains is vital in our fight against Modern Slavery. It is within these supply chains that there may be a risk of slavery and human trafficking.

XRO Chemical Services Ltd accepts that it has a responsibility through its own due diligence processes to ensure that employees are not being exploited, are not subjected to poor labour practices, that they are safe, and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

As part of our initiative to identify and mitigate risk, XRO Chemical Services Ltd has undertaken a review of its procedures to ensure there is no slavery or trafficking within its supply chain and its own business.

XRO Chemical Services Ltd have introduced policies detailing its zero-tolerance approach to modern slavery and how notification to senior management must be reported.

### **OUR POLICIES AND CONTROLS**

**Modern Slavery Policy Statement**  
**Equal Opportunities Policy**  
**Employee Handbook**

## **DUE DILIGENCE PROCESSES**

Our ISO 9001 quality accreditation ensures that we only deal with approved suppliers who must hold an up-to-date ISO 9001 certification themselves. We will also ensure that they have procedures in place for dealing with any concerns or incidents of modern slavery or human trafficking.

We have a small workforce, only recruit locally, do not use 3<sup>rd</sup> party employment agencies and always carry out right to work in the UK checks as per our Employees Handbook. It is therefore very unlikely that employment is subject to modern slavery and human rights laws. However, we will always do our utmost to ensure this is the case.

### **Responsibility for the Policy**

The Purchasing Department is responsible for monitoring supply chain compliance with ethical, anti-slavery and human trafficking policies. The Directors are then responsible for investigating any allegations of modern slavery within the Company's supply chain.

### **Training and communication**

As part of XRO Chemical Services Ltd commitment to ensure compliance with their obligations under the Modern Slavery Act 2015, training will be conducted so that staff are aware of how to identify exploitation and modern slavery and how to report suspected cases.

XRO Chemical Services Ltd zero tolerance approach to modern slavery will also be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

## **APPROVAL**

This modern slavery and human trafficking statement was approved by the Board of Directors of XRO Chemical Services Ltd on 22<sup>nd</sup> September 2021.

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*Dr P R Cox*  
Chairman of the Board of Directors

22<sup>nd</sup> September 2021