

Tensar's Modern Slavery Statement for 2019 calendar year

The Tensar group of companies is committed to its company values of health and safety, integrity, teamwork and diversity, accountability, continuous innovation, and having a customer centric mindset and solutions. Ensuring compliance with the UK's Modern Slavery Act, both within our UK businesses and their supply chains, is a key part of demonstrating our integrity and accountability, whilst keeping those who work for us and alongside us, safe.

Tensar's UK businesses' supply lines are primarily within the UK and EU and the supplies required for fabrication of Tensar's products are not of the types set out in the US Bureau of International Labour Affairs' List of Products that are produced by forced or indentured labour. With our Eastern Hemisphere office headquarters and our UK manufacturing based in Blackburn, Tensar complies with UK employment laws, and its UK employees in both the office and manufacturing sites are able to choose union membership if they so wish. No business can be complacent, however, and we continue to work at strengthening our compliance efforts and thereby live out our values.

In 2018, Tensar:-

- 1) increased the percentage of its purchasing spend for which it pursued modern slavery compliance confirmations;
- 2) carried out visits to selected suppliers for relational reasons and giving us the opportunity to ensure no ethical concerns were apparent;
- 3) continued to share its policy for business associates and suppliers on Modern Slavery, to ask them to comply with the policy or to provide a suitable commensurate policy of their own;
- 4) continued to include Modern Slavery obligations in our new distribution agreements;
- 5) began including modern slavery obligations in new consultancy agreements with third parties;
- 6) developed and introduced new processes for appointing agents and distributors in the Eastern Hemisphere to include due diligence checks to flag any ethical issues; and
- 7) developed and began to trial the roll out of a presentation for new business associates highlighting our ethical requirements including modern slavery requirements.

In 2019, Tensar built on this further as follows:-

- 1) we began work on a global Code of Conduct to include key compliance areas including modern slavery to raise awareness. The Code is expected to be rolled out in 2020;
- 2) carried out appropriate due diligence on proposed new business associates to check for compliance issues;
- 3) continued working with existing suppliers to ensure modern slavery compliance and requiring new suppliers to certify their compliance with our Anti-Modern Slavery Key Principles;
- 4) we carried out extensive renovation works at our offices and factory in China to improve conditions for our colleagues there during the course of 2019;
- 5) we selected and rolled out a global training programme to senior managers towards the end of 2019 to be completed during 2020;



Over the coming months Tensor intends to complete its modern slavery training programme and roll out its new Code of Conduct to increase transparency and awareness across its business. Tensor's stance is clear as to the unacceptable nature of slavery and forced labour, and the priority of ensuring it does not occur within the nexus of Tensor's business.

As our Chief Executive Officer, Mike Lawrence, says, "Trust is one of our most valuable assets. That is why the way we do business is just as important as what we sell."

A handwritten signature in blue ink, appearing to read "Luc Mechelaere", written over a horizontal dotted line.

Signed on behalf of the directors by Luc Mechelaere, Director and President Eastern Hemisphere for the Tensor group of companies