

Issue: April 2024

Purmo Group (UK) Ltd **Modern Slavery Statement**

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Purmo Group (UK) Ltd.'s slavery and human trafficking statement for the financial year ended **31 March 2024**.

Our Organisation

Purmo Group (UK) Ltd is part of the Purmo Group, Europe's leading supplier of heat emitters and indoor climate comfort. Within the manufacture of heat emitters, there are relationships with external suppliers across both Purmo Group and Purmo Group (UK) Ltd. We have around 320 employees, most of who are based in the United Kingdom. Our staff are directly employed and are not in any category which is generally seen to be vulnerable to modern slavery, so our key focus is to ensure that there are suitable policies and procedures in place for our suppliers and contractors.

Our Supply Chain

Purmo Group (UK) Ltd is committed to driving out acts of human trafficking and modern-day slavery from within its own business and its supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. Imported products from sources outside of the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be monitored as necessary.

As part of the Company's due diligence process into slavery and human trafficking, the supplier approval process includes a review of the controls undertaken by each supplier, including whether they have a company policy on human trafficking and slavery for their employees and contractors and whether they have processes in place to ensure that human trafficking and slavery do not exist within their operations and supply chain.

Where a supplier of Purmo Group (UK) Ltd is found to be in breach of The Modern Slavery Act 2015, Purmo Group (UK) Ltd will take appropriate steps to review the details of the breach and determine whether it is appropriate for the supplier to continue as an active trading partner. The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

Company Policies

Purmo Group (UK) Ltd has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- ❖ **Supplier Request Forms** for all suppliers providing goods or services to the business. We actively work with our suppliers and contractors to set out our internal requirements linked to the Modern Slavery Act 2015
- ❖ **A Company Whistleblowing Policy** which allows employees to report any concerns they may have linked to modern slavery/human trafficking

Monitoring Process

Over the course of the next twelve months, we will continue to review and enhance our procedures where this is necessary, in order to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

Training

Upon commencement with the Company, employees are given a copy of the Modern Slavery Statement for review and signature. A copy of the Modern Slavery Statement is published on the Company's website and on the Home Office Modern Slavery Registry.

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Approval

The HR Manager Purmo Group (UK) Ltd and the UK Leadership Team shall take responsibility for implementing this policy statement and will ensure as far as is reasonably practical that slavery and human trafficking is not taking place within the organisation or its supply chains.

This statement has been formally approved by the HR Manager, Purmo Group (UK) Ltd and will be reviewed on an annual basis.

Helen Duke

HR Manager Purmo Group UK Ltd & Ireland

Signed 

Dated 29-04-2024