

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Routeco's (the "Company") 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 current financial year end December.

As part of the distribution industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Our Code of Ethics reflects our commitment to acting ethically and with integrity in all our business relationships.

Organisational Structure and Supply Chains

The Company is one of Europe's leading distributors of industrial automation and control products.

As a distributor we will sell and supply products to our customer base to meet their requirements. The Company's product portfolio includes some of the leading brands in manufacturing.

Countries of Operation and Supply

The Company has offices in the UK (Routeco Ltd), Austria (Routeco GesmbH) and the Netherlands (Routeco BV) and forms part of the Sonepar Group. The Company's Group has an annual turnover in excess of £150 m.

Our Supply Chain

Our supply chain includes the sourcing and distribution electrical products principally related to control and automation within a manufacturing environment.

Responsibility

Policies: The group HR Director is responsible for putting in place and reviewing the Company's People policies

The group Operations Director is responsible for putting in place and reviewing the Company's Supply Chain policies.

Investigations/due diligence: The Customer Service and Purchasing team are responsible for investigations and due diligence in relation to any known supply chain compliance issues including any suspected instances of slavery and human trafficking.

Training: All staff have access to our People and Supply Chain policies via our intranet site. New employees are requested to read information relating to these policies as part of the induction process. Customer Service and Purchasing personnel will receive more in-depth training in the relevant subject area's dependant on their job role. All directors have been briefed on the subject.

If you believe or suspect that a breach of this statement has occurred/may occur, you should notify your manager or report in accordance with the Company's Whistleblowing Policy as soon as possible."

Code of Ethics

The Company always conducts services honestly and honourably and expect their clients and suppliers to do the same.

The Company are committed to maintaining the highest degree of integrity in all dealings with potential, current and past customers, both in terms of normal commercial confidentiality, and the protection of all personal information received in the course of providing the business services concerned. We extend the same standards to all customers, suppliers and associates.

Actions and advice will always conform to relevant law; will avoid causing any adverse effect on ethical trade or the human rights of people in the organisations we deal with, the local and wider environments, and the wellbeing of society at large.

All activities are conducted professionally and with integrity, taking great care to be completely objective in the judgment and any recommendations given, so that issues are never influenced by anything other than the best and proper interests of our customers.

We always strive to be fair and objective in advice given and actions, decisions, and recommendations, are not influenced by of gender, race, creed, colour, age or personal disability.

The quality system BS EN ISO9001:2015 is under constant review and audit to ensure continual improvement. It is the belief of the Group CEO that the achievement of our quality objectives will demonstrate our commitment to providing excellent service, ensuring customer needs and expectations are being continually met and where practical exceeded in line with the code of ethics.

Due Diligence

The Company undertakes due diligence when considering taking on new suppliers, and annually reviews and conducts supplier audits for its new and existing suppliers.

If necessary, the Company would invoke sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, which may result in the termination of the business relationship.

Performance Indicators

The Company has reviewed its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015 and has put in place the following measures:

- Require all staff working in Purchasing and HR professionals to have read this document and signed the below declaration
- Maintain the system for supply chain verification, whereby the Company will evaluate potential suppliers before they enter the supply chain; and
- Review its existing supply chains, whereby the Company will evaluate all existing suppliers.

Declaration

This statement has been approved by the organisation's board of directors, who will review and update it annually.

Director's signature:



Ian Stewart
Sonepar UK CEO