

Modern Slavery and Human Trafficking Statement

Polypipe is one of Europe's largest and most innovative manufacturers of plastic piping and energy efficient ventilation systems for the Residential, Commercial, Civils and Infrastructure sectors. We operate across Europe and the Middle East, from 17 locations. Manufacturing over 90% of our own products and managing much of our own distribution, we view our overall risks to be low, however, we are not complacent and have a zero tolerance policy towards any modern slavery or human trafficking rights violations. We are pleased to restate our commitment to developing and improving processes throughout our organisation to actively prevent the use of slavery or human trafficking either in our own companies or across our supply chain.

We continue to monitor what we believe are key areas of our operation that could potentially be affected; our suppliers, agency workers and employees. The steps we continue to take to mitigate risk are as follows:

Suppliers

- Where appropriate we will engage directly with both current and new suppliers in respect of our anti-slavery policy in order to gain a proper understanding of the measures they have in place within their own business and supply chain.
- Our contractual documentation incorporates specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour and child labour in line with our policy and our contracted suppliers must hold their own suppliers to the same standards.
- We reserve the right to terminate any contractual arrangement if there is breach of our anti-slavery policy.

Agency Workers

- We only engage with agency workers sourced through reputable and local agency providers.
- Where appropriate, we will engage directly with our agency providers in respect of our anti-slavery policy in order to gain a proper understanding of the measures they have in place within their own businesses.
- We require that all agency providers evidence a worker's right to work within the country in which our businesses reside.

Employees

- We verify that all employees have the right to work in the country in which our businesses reside upon commencement of employment.
- All employees are given a contract of employment and Employee Handbook in line with appropriate legislative requirements.
- All employees are paid in accordance with their roles and above minimum statutory pay provisions.

Polypipe complies with the employment laws of every country in which we operate in and expect those that we do business with to do the same. We continue to take steps to provide our procurement and HR personnel with appropriate training to understand the broader issues of modern slavery so as to assist them in appreciating the extent of the problem within the UK and across the globe, and to identify areas of the business that may be at risk from inappropriate practices.

Our Whistleblowing procedure allows any employee the right to raise any concerns without the risk or fear of reprisal.

Signed for and behalf of Polypipe Group plc.



Martin Payne
Chief Executive Officer
8 February 2018