



## **Modern Slavery Statement**

This statement has been prepared by Hollingsworth & Vose (“H&V”) for 2018 pursuant to the California Transparency in Supply Chains Act and the U.K. Modern Slavery Act. Those Acts require certain companies doing business in California and the United Kingdom, respectively, to prepare a statement describing their efforts to address modern slavery, forced labor and human trafficking (collectively referred to in this statement as “modern slavery”).

Only some of the entities that are part of the consolidated H&V group are subject to the California Transparency in Supply Chains Act and/or the U.K. Modern Slavery Act. However, we have described in this statement our modern slavery compliance measures for the entire H&V group, since we follow the same compliance procedures across the group.

H&V is committed to respecting the human rights and dignity of all people. As such, we will not tolerate abuse of human rights, including modern slavery, in our business or supply chain.

## **Business Overview**

H&V is a global supplier of advanced materials used in filtration, battery and industrial applications. The raw materials in our products primarily consist of fibers and chemicals. Our principal raw materials suppliers are large multinational companies, and we have longstanding relationships with many of these suppliers. We manufacture our products in our own facilities. We do not use seasonal or migrant labor in our facilities. We believe that the risk of modern slavery in our facilities is negligible.

## **Policies and Contractual Terms and Conditions**

H&V’s Code of Ethics provides important guidelines for how we will interact with one another and with customers, suppliers and other business partners. It is built on our values of Integrity, Commitment and Innovation. The Code of Ethics guides our decision-making, enabling us to act consistently with our values and in compliance with legal requirements. It applies to all employees, officers and directors of H&V, globally. Among other things, the Code confirms H&V’s commitment to human rights.

In addition, H&V has adopted a global policy to ensure that H&V’s employees, agents and subcontractors do not engage in modern slavery. Because we sometimes serve as a subcontractor on U.S. federal government contracts, the policy’s description of prohibited conduct is consistent with the U.S. Federal Acquisition Regulation Anti-human Trafficking Rule. Among other things, the policy prohibits denying workers access to identity or immigration documents and charging recruitment fees to workers.

H&V expects our suppliers to share our values, to act with the highest standards of ethics and integrity and to comply with all laws. In 2018, H&V established a Supplier Code of Conduct to share our standards and expectations with suppliers (which includes contractors and their subcontractors). The Supplier Code of Conduct indicates, among other things, that suppliers are expected to promote human rights and fair worker treatment, comply with laws prohibiting modern slavery and comply with other applicable labor laws,

including those pertaining to child labor and wages, hours and benefits. The Supplier Code of Conduct has been sent to our principal suppliers and is in the process of being distributed to all other suppliers. Compliance with the Supplier Code of Conduct will be considered when evaluating business relationships and procurement decisions.

H&V's vendor agreement and purchase terms and conditions require our direct suppliers to comply with all applicable laws, rules and regulations. The terms and conditions expressly reference compliance with the Federal Acquisition Regulation Anti-human Trafficking Rule.

**Supplier Audits**

We are developing plans to audit compliance with the Supplier Code of Conduct. H&V expects suppliers to cooperate in any audit of compliance with H&V's modern slavery requirements. If a supplier is not meeting our expectations, we will consider all responses that we determine are necessary, including requiring the supplier to implement a corrective action plan and reconsidering our business relationship.

**Training**

H&V provides employee training on the Code of Ethics. In addition, we have conducted one-on-one meetings with select suppliers to review the Supplier Code of Conduct.

**Reporting Grievances**

H&V strongly encourages allegations of wrongdoing and unethical behavior to be reported, including any instance of modern slavery. For employees desiring to make a report, H&V maintains an Ethics Helpline that can be accessed by telephone or online. Our applicable policies indicate that H&V will thoroughly investigate all reports and take appropriate action based on the findings of the investigation, and that H&V will not tolerate retaliation against someone who reports a concern in good faith.

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Solely for purposes of compliance with the U.K. Modern Slavery Act, this Statement has been approved by the Boards of Directors of Hollingsworth & Vose Company (U.K.) Limited and Hollingsworth & Vose Company Limited, respectively, and signed by the undersigned in his capacity as a director of those entities.



Jochem Hofstetter