

## UK Modern Slavery Act 2015

This statement is made by the Schouw & Co. Group (the "Group") pursuant to Section 54 of the UK Modern Slavery Act 2015 and applies to all the Group's wholly owned portfolio companies and subsidiaries. The Group has commercial activities in the UK and an annual turnover of more than GBP 36m.

This statement was approved by the Group Executive Management on 29 June 2017.

### Structure and supply chains

The Group is an industrial conglomerate with diversified activities across various business sectors and locations. The majority of our activities are located in Denmark and elsewhere in Europe. The Group also has considerable business operations in non-European countries, mainly in Malaysia, Thailand and Chile. The production facilities which are operated in non-European countries are generally equivalent to the European units.

The supply chains of the Group include the following:

- production processes of raw materials including marine and vegetable materials;
- processing operations for sourced components;
- contract manufacturing agreements; and
- distribution arrangements.

Through the Group's close work with its supply chains, we have substantial monitoring and compliance controls with respect to our raw material suppliers.

### Policies on human rights

Regardless of which country we operate in, each company in the Group is dedicated to observing human rights and treating employees with dignity and respect. The Group supports and respects the protection of internationally proclaimed human rights as set out in the UN Universal Declaration of Human Rights and the declarations and recommendations of the ILO.

In 2016, we adopted corporate responsibility policies within the fields of human rights, social issues and labour conditions, anti-corruption and business ethics, and climate and the environment. Although these policies do not explicitly address slavery and human trafficking, our commitment to human rights is outlined in the CR policies.

### Risk Management


We are committed to ensuring that our business and supply chains are free from slavery or human trafficking. We expect our portfolio companies to understand and address our expectations related to human rights, and to inform management and employees if expectations are not being met.

We have performed general assessments of the primary risks affecting the Group in relation to human rights, and strive to uphold the same high standards on all production units, particularly where units are located in what are defined as high risk countries. These assessments were carried out in collaboration with representatives from the Group's major businesses.


### Action to address slavery and human trafficking

Due to the nature of our business and the policies already in place, the risk of slavery and human trafficking are not considered material within the Group's business or supply chains.

In 2016, we have not taken any steps which focus exclusively on preventing slavery and human trafficking. Nevertheless, we are initiating a focus on human rights this year, as demonstrated by the introduction of our human rights policy in 2016. We will also continue to monitor our supply chain and portfolio in relation to slavery and human trafficking through any future general risk assessments.



Jens Bjerg Sørensen  
President



Peter Kjær  
Vice President