

Modern Slavery Statement 2025

Introduction

This statement is made in accordance with the Modern Slavery Act 2015 and constitutes our Modern Slavery Statement for the financial year 2025.

Esseco UK (“we”, “us”, “our”) recognise our responsibility to take a robust approach to modern slavery and human trafficking. We are absolutely committed to preventing such practices in our corporate activities and supply chains.

This statement sets out the actions we take to identify potential risks and the measures in place to ensure that modern slavery does not take place in our own business and/or supply chains.

Organisational Structure and Supply Chains

Esseco UK is part of the Italian based Company, Esseco Group and is the only subsidiary of the Group operating in the United Kingdom. This Modern Slavery Statement applies only to Esseco UK.

Esseco UK are a Wakefield based manufacture producing a wide range of high-quality sodium, ammonium and potassium derivatives for global supply into a broad range of industries including water treatment, oil and gas, feed and food, agriculture and specialty de-icing.

We currently work with circa 350 suppliers based around the world.

Esseco UK engages only with reputable employment agencies to source labour and verifies the practices of any new agency before accepting workers from that agency.

Definitions

Esseco UK considers that modern slavery encompasses

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property

- Being physically constrained or to have restriction placed on freedom of movement.

Relevant policies

Esseco UK has the following policies and processes in place that further define our approach to modern slavery risks and the steps to be taken to prevent slavery and human trafficking in its operations.

Whistleblowing Procedure: Esseco UK encourages all employees, customers and other business partners to report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Esseco UK's Whistleblowing Policy is designed to make it easy for people to make disclosures, without detriment.

Employee Code of Conduct: Esseco UK's code of conduct makes it clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

Supplier Code of Conduct: Esseco UK is committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of the organisation's supplier code of conduct may lead to the termination of the business relationship.

Due Diligence

Esseco UK undertakes due diligence when considering working with new suppliers and conducts regular reviews with existing suppliers to ensure they remain compliant.

Due diligence and reviews include:

- evaluating the modern slavery and human trafficking risks of each new supplier
- conducting supplier audits or assessments through internal auditors, which have a greater degree of focus on slavery and human trafficking where general risks are identified

- we will be conducting training courses with the focus on slavery and human trafficking and how we can identify and reduce these risks

Performance indicators

Esseco UK has set the following performance indicators:

- Senior Managers are required to undertake modern slavery training and review any updates related to modern slavery during the year
- Continually review the supply chain in a process whereby the organisation evaluates existing suppliers

Training

All Esseco UK employees are required to undertake modern slavery awareness training covering:

- Business purchasing practices which influence supply chain conditions
- How to assess the risk of modern slavery in relation to various aspects of the business including resources and support available
- How to identify the signs of modern slavery and human trafficking
- What initial steps should be taken if modern slavery and human trafficking are suspected
- How to escalate potential modern slavery or human trafficking issues to relevant parties.

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



Ruggero Pellegrin
Managing Director
14th April 2025

