



## Modern Slavery Statement

Fenner is a world leader in reinforced polymer technology, designing and manufacturing performance-critical polymer products for markets around the world, including oil & gas, mining, medical and niche industrial sectors. Fenner PLC is the parent company of the Fenner Group. The Group has over 4,000 employees worldwide and operates directly in over 20 countries.

The UK Modern Slavery Act 2015 creates offences and imposes a duty on businesses with a turnover exceeding £36m who supply goods and services in the UK to report each year on the steps they have undertaken to ensure their operations and supply chains are free of human trafficking and slavery. Other jurisdictions have similar laws and requirements. It is a key principle of the Fenner Group Code of Business Conduct that employees, business partners and agents of the Group will comply with all relevant laws and regulations. The Group takes reasonable and practical steps to ensure that all applicable legislation and regulations are complied with, including labour laws.

The Group has zero-tolerance to modern slavery (including, inter alia, child labour and forced labour), and is committed to acting ethically and with integrity in all our business dealings and relationships across the world. This commitment includes maintaining internationally-recognised human rights. The Fenner Group Code of Business Conduct expressly prohibits the presence or use of modern slavery anywhere in our business. Employees are provided with training on business behaviours as appropriate and a third party whistleblowing helpline is available to all employees on a 24/7 basis, with employees under a duty to report any unethical behaviour of which they become aware.

Fenner operates a risk-based assurance programme, with individual businesses providing further targeted due diligence on risks (including modern slavery) as necessary and appropriate. As part of our initiative to identify and mitigate risk we have in place systems to:

- identify and assess potential risk areas in our supply chains;
- monitor potential risk areas in our supply chains; and
- protect whistle blowers.

Over the year, Fenner has begun a due diligence process to assess the Group's potential exposure to modern slavery through its supply chains. The nature of our business means that our supply chains typically involve large organisations, with capex-intensive plants requiring a skilled workforce, thereby limiting the opportunities for exploitation. Notwithstanding this, a limited number of subsidiary companies operating in jurisdictions or sectors deemed more vulnerable to human rights issues in the supply chain have been identified for further review and audit. Should instances of non-compliance in any supply chain be identified, Fenner will take prompt and appropriate remedial action.

This statement, which constitutes the Fenner Group's slavery and human trafficking statement for the financial year ending 31 August 2016, has been approved by Fenner PLC's Board of Directors.

**Mark Abrahams**  
**Chief Executive Officer**  
January 2017