

Policy based on Modern Slavery Act 2015

Kolb is one of Europe's leading alkoxyiators based in Switzerland with production sites in Switzerland and The Netherlands.

We at Kolb:

- Create value through innovation and sustainability
- Care about the environment and treat our employees with respect and fairness
- Care about the health of our employees and a strong safety culture
- Develop collaborations that base on integrity/trust and fair competition

Definition

Respecting human rights means understanding what impacts your business activities and relationships have on people. Safety, health, social and labour standards, as well as supply chain management are key aspects to Kolb's operations.

Purpose

We at Kolb care about the impact of our operations and decisions; this includes impacts on human rights. Kolb recognises that it has the responsibility to respect human rights, and the ability to contribute to positive human rights impacts. This policy statement briefly summarises the Kolb commitments to improving the practices to combat slavery and human trafficking in the supply chain.

Scope

At Kolb, we listen, engage and work with the owner, employees, business partners, society and other relevant stakeholders to understand and address their concerns and expectations. This policy statement stipulates the overarching principles, which Kolb embeds into its guidance framework and systems to respect all human rights as relevant to its operations and business relations. This policy statement applies to every Kolb employee and to all suppliers and subcontractors. Priority will be given to the suppliers of key materials which are used in the manufacture of Kolb's products.

Reference to Kolb Policies and Regulations

Kolb released topic specific policies that further clarify and complement this Policy Statement:

- 1009 Sustainability Policy
- 1008 Human Rights Policy
- 1005 Code of Business Conduct for Kolb Employees
- 1006 Code of Business Conduct for Kolb Suppliers

Commitment

Kolb is committed to ensuring that there is no slavery or human trafficking in its supply chain or in any part of its business. Kolb's Policy to that extent will reflect this commitment.

Kolb will implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chain.

As part of this initiative to identify and mitigate risk, Kolb will set up a risk based approach and classify its suppliers. If necessary, Kolb will audit its suppliers on a regular basis to assess and monitor potential risk areas. Primary focus will be on suppliers of Kolb's key materials and services. Kolb will take actions to inform its suppliers are aware of this policy statement and will encourage suppliers to develop similar compliance programmes within their supply chain.

Kolb will not work with suppliers who do not share its commitment to combat slavery and human trafficking. Kolb will ask suppliers to disclose relevant data in that regard directly or via a recognized organization.

Kolb is committed to setting a clear objective and target of zero tolerance about slavery and human trafficking in its supply chain.

Kolb will communicate transparently and educate employees liaising with suppliers to ensure that its anti-slavery objective is achieved.

Kolb will evaluate this policy statement from time to time in light of new developments.

Consultation, Grievance Mechanisms and Access to Remedy

Kolb provides company-based grievance mechanisms for effective remedy to its internal and external partners and stakeholders. In the context of our relationship, if there is any believe that the terms of this Policy Statement are not adhered to, or that Kolb acts in conflict with it itself, then Kolb encourages you to raise your concerns or report incidents via Kolb's reporting channels without retribution. All reported incidents are processed, investigated and followed-up (where appropriate) within a determined time frame.

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