

## Avon Modern Slavery Statement 2015/16

**This statement is made in accordance with section 54 of the Modern Slavery Act 2015. It describes the steps taken by Avon Rubber p.l.c.(Avon) during the year ending 30 September 2016 to prevent modern slavery and human trafficking in our supply chains.**

### Introduction

Avon has a zero tolerance approach to slavery, servitude, forced or compulsory labour and human trafficking ('Modern Slavery') within our supply chains. We recognise that Modern Slavery is a global issue and can affect many sectors and industries and take our obligations very seriously.

### Our company structure and business

Avon is the UK based parent company of a group of companies with operations in the UK, US, China, Brazil and Italy (the 'Group'). This statement covers all companies within the Group. Avon is an innovative design and engineering group specialising in two core businesses, Protection & Defence and Dairy. Avon has over 800 employees worldwide and in the financial year ended 30 September 2016 reported a global annual turnover in excess of £140 million.

### Our policies

As confirmed in our Code of Conduct ('the Code'), applicable to everyone acting for or on behalf of Avon, we are committed to ensuring we conduct all business dealings and relationships with honesty and integrity in accordance with applicable laws and regulations. The Code confirms that Avon is fully committed to respecting the human rights of all those working with or for us and explains that Avon does not accept any form of child or forced labour. We will not do business with anyone who fails to uphold these standards.

We are currently in the process of updating our Code of Conduct, which will specifically address the requirement for compliance with modern slavery and human trafficking legislation and the updated version will be issued to all Avon suppliers and Avon employees.

### Due diligence process

Each of the Group's businesses is responsible for undertaking appropriate due diligence on respective suppliers. We plan to enhance this process to help us monitor ongoing risks, to include:

1. mapping our supply chains in order to assess the risks of Modern Slavery;
2. using recognised risk resources and internal data to identify high risk geographies;
3. improving our supplier audit process; and
4. building long-term relationships with our suppliers and making clear our expectations in relation to Modern Slavery.

### Employee training

To ensure a high level of understanding of the risks of Modern Slavery in our supply chains and our business, we will update our Code of Conduct to explicitly include reference to slavery and human trafficking. We will also develop a training programme for those employees involved in procurement and/or with responsibility for supply chain management to raise awareness of the issues of Modern Slavery

and to help identify and mitigate potential Modern Slavery risks in Avon's global supply chain.

All employees are encouraged to report any matter which they believe may be a breach or a suspected breach of our Code of Conduct or any unethical or illegal behaviour, either through management or confidentially through the 'Speak Up' button on our intranet.

This statement has been approved by the Board of Avon Rubber p.l.c.

Signed

A handwritten signature in black ink that reads "Paul McDonald". The signature is written in a cursive, slightly slanted style.

Paul McDonald  
CEO, Avon Rubber p.l.c.  
April 2017