

Exyte Hargreaves is an industry leading mechanical HVAC systems project delivery and manufacturing business operating across all high integrity and complex building sectors. We are a Regional Specific Business within the Exyte Group whose head office is in Stuttgart, Germany. A full description of the business and services we can offer can be found at <https://www.exyte-hargreaves.net/>

Exyte Hargreaves primarily operates in the UK and directly employs over 200 people in two distinct areas, Manufacturing and Engineering & Project Delivery. In addition to our direct employees, Exyte Hargreaves also has relationships with a number of manufacturers, suppliers, distributors and sub-contractors. In order to mitigate the risk of modern slavery and human trafficking within our supply chain, we adopt robust controls to help identify areas of high risk where modern slavery could occur and work with them to help ensure its prevention.

The Exyte Hargreaves Senior Leadership Team are responsible for ensuring that we comply with our legal and ethical obligations around modern slavery and human trafficking. Our Procurement, HR and Labour Management teams have primary and day-to-day responsibility for compliance with Exyte Group's Code of Conduct through our People and Supply Chain policies and procedures. We expect our suppliers and sub-contractors to ensure that there is no slavery or human trafficking in their supply chain.

We continually assess our responsible business processes and have appropriate whistleblowing procedures in place to ensure their continued effectiveness. We operate in compliance with the Exyte Group Code of Conduct which states our zero tolerance of modern slavery and human trafficking.

Our current suite of policies includes the following :

- Code of Conduct
- Sustainable Procurement Policy;
- HR Policies covering labour and employment standards;

Our policies are developed by experts in the subject and approved by the Senior Leadership Team. They provide a framework for our externally certified management system and are communicated to all employees and interested parties. These policies are designed to support the management of risks to the business including those relating to Modern Slavery.

We are aware that risks arising from modern slavery and human trafficking can apply anywhere in our operations, whether through direct employment, subcontracted employees or the supply of materials. Where any issues are identified, that are not resolved to our satisfaction, we review the ongoing nature of the relationship with that relevant organisation.

In addition, it is the responsibility of all Exyte Hargreaves employees to be aware of and report any suspected incidents of unfair treatment either within our business or within our supply chain via the Exyte Ethics Line, Exyte Hargreaves external whistleblowing service.

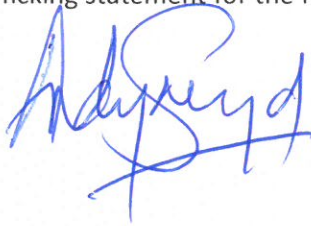
In 2019 we continued to focus on developing our strategy to ensure that Modern Slavery and Human Trafficking is embedded within our current processes and policies. The primary focus being on high value and/or high risk areas of our supply chain.

During the forthcoming year we will ;

- Ensure all new suppliers are assessed against set criteria which includes zero tolerance of Modern Slavery
- Undertake a review of our approved Supply Chain to ensure they continue to meet our criteria
- Continue to roll out a training programme to raise awareness of modern slavery to ensure everyone recognises the signs and what to do if they encounter it.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2019.

Signed:



Mr. A Sneyd

Position: Managing Director

Dated: September 2020