

## Diab Limited Modern Slavery Statement 2018.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Diab Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain for the year ending 31st December 2018.

### Who we are.

Diab Limited, a wholly owned subsidiary of Diab International AB, sells composite core materials in the UK and Ireland.

Diab is a world leader in advanced sandwich composite solutions with applications in the wind energy, marine, industrial, transport and aerospace industries. With a global manufacturing, sales and engineering presence we provide high performance core materials, finishing and pre-cut kits specifically tailored to each application backed by technical expertise. We aim to provide our customers with cost-efficient, environmentally sustainable solutions to make their products stronger, lighter and smarter.

### Our commitment to fighting modern slavery.

We believe that business can be a force for good if it acts responsibly towards those within its supply chain, ensuring that workers' rights are respected, and through strong corporate governance we are able to affect positive change.

As such, Diab International AB became members of the United Nations Global Compact on the 8th September 2015 to confirm our commitment to sustainability. Through this membership we are given an international framework to help support our sustainability efforts. We also send a clear signal to our stakeholders of our commitment to operate according to the principle of the compact.

The ten principles of the compact are part of our strategy, culture and day-to-day operations, including in our subsidiaries and in our supply chain.

Annually Diab International AB publish a Communication On Progress (COP) on the UN Global Compact website. Our latest entry can be seen by following this link:

<https://www.unglobalcompact.org/participation/report/cop/create-and-submit/active/419247>

Keith Evans, Managing Director

### The UN Global Compact's Ten Principles.

#### Human Rights

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.

#### Labour

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour;
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.

#### Environment

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

## Our policies.

Diab are committed to preventing slavery and human trafficking in its corporate activities and its supply chains and this commitment is emphasised in our employee training programmes and company policies.

### Diab Group Code of Conduct.

Our code of conduct is applicable to all employees and available to all employees on the Diab Grid. In addition to this, Diab regularly carry out training to ensure the integrity of this policy. The policy covers many areas, below are the most relevant, but not limited to:

- Respect for people and Human Rights
  - We respect basic human rights.
  - We offer our employees fair and reasonable working conditions.
  - Diab reject child labour and forced labour.
  - We appreciate diversity.
  - We respect our co-workers' right to form or join a trade union.
- Good Business Ethics
  - Diab has zero tolerance for all forms of corruption and makes active efforts to ensure that this does not occur within Diab.
  - Diab's co-workers may not offer, give, receive or request gifts, services, entertainment or other rewards.
  - Diab works systematically to prevent corruption.
  - We support and aim to achieve fair competition.
  - We seek fair sourcing and supply.

- Relationships with external parties, such as suppliers and co-operation partners
  - We strive to ensure that our suppliers, agents, co-owners and other business partners comply with the principles of our Code of Conduct.
  - When selecting suppliers and partners, the assessment shall include their ability to comply with the requirements of our Code of Conduct.

### Whistleblowing Policy

Diab endeavors to achieve an open business environment and high business ethics. Our co-workers should always live up to our values and business ethics as described in our code of conduct and other policies.

This policy provides a mechanism for all employees to report risks, suspicions or discoveries of anomalies that could be harm individuals, our company or the environment.

Employees are encouraged to report breaches of the code of conduct and has the ability to make an anonymous report through an external web-based whistleblowing channel should they wish.

### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- Diab Group has not been involved in any legal disputes related to labour rights or corruption during the year.
- Our Global Whistleblowing Team has met and dealt with the reports that have been submitted via the whistleblowing tool.

Approval for this statement

This statement was approved by the Board of Directors on 30<sup>th</sup> April 2019.



Keith Evans, Managing Director