



MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2019/20

This statement is published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps Evans Vanodine will take, and continue to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Evans Vanodine has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Evans Vanodine is a leading manufacturer of cleaning and hygiene products for the industrial, janitorial, food process and animal health sectors. The company's main manufacturing site is based in the UK, supplying the UK market since 1919 and currently exporting to 72 countries worldwide.

Our Supply Chain

We have a network of just over 200 suppliers, both in the UK and overseas, who provide us with a variety of resources, including raw materials, packaging, equipment and transport. Whilst we take every opportunity to visit and monitor our suppliers and their premises, we also recognise that no sector or industry can be considered immune, so we believe that it is within these supply chains that there could be a risk of modern slavery.

As of 2017, we began the process of contacting all our existing suppliers to request confirmation that their business was compliant with the Modern Slavery Act 2015, or similar human rights laws within the country the supplier is situated. Such compliance is an ongoing requirement of doing business with us, so we request updates from our suppliers to ensure they are maintaining compliance. We also request that they hold their own suppliers to the same standards. All new suppliers are assessed under the same criteria.

Our Premises

We have several policies in place to safeguard the health, safety and welfare of our staff. Evidence of identity is checked prior to commencing work with Evans Vanodine, using original documentation (passport, driving licence or birth certificate). At induction, all new employees are given a copy of the Modern Slavery Statement with an explanation of our commitment to it. Every member of staff is issued with a contract of employment and employee handbook, which details their rights and benefits during their employment with us, as well as outlining the policies and procedures that are in place. These include:

1. Equal Opportunities Policy
2. Personal Harassment Policy
3. Whistleblowing Procedure
4. Grievance Procedure

Evans Vanodine International PLC



Staff with the responsibility to check veracity of documentation have all received training from the Lancashire police in identification of forged documents.

We also have an Employee Assistance Programme available, which gives staff access to a qualified counsellor who can offer personal support for any practical or emotional challenges they may be facing. This is an independent service and totally confidential.

Communication

This policy will be issued to all members of staff, and to new staff as part of their induction, so they are made aware of potential risks in our supply chain. Employees will be encouraged to report any concerns or suspicions of modern slavery, either in the company or supply chain. This can be reported via management or by contacting the Home Office modern slavery helpline on 08000 121 700 or website <https://www.modernslaveryhelpline.org/report>

Our Performance Indicators

Our assessment of the effectiveness of the steps we are taking to ensure that Modern Slavery is not taking place within our business or supply chain will be an ongoing process. In future Modern Slavery Statements, we will report on the following:

1. Staff training
2. Supply chain auditing
3. Investigations and actions taken following any reports of Modern Slavery

This statement was approved by the Board of Directors, Evans Vanodine International Plc

Peter Evans
Managing Director, Evans Vanodine
May 2019