



**AdBlue<sup>®</sup>4you**

## **MODERN SLAVERY ACT**

**GreenChem Solutions Ltd**

### **SLAVERY AND HUMAN TRAFFICKING STATEMENT For the financial year ending 31st December 2023**

The Modern Slavery Act 2015 requires certain businesses to publish a statement setting out the steps taken in the previous financial year to ensure that slavery and human trafficking is not taking place in their own business or supply chain.

#### **Who We Are**

GreenChem Solutions Ltd is a producer and distributor of AdBlue. We are part of GreenChem Holding BV which is registered in Breda, Netherlands. Our ultimate parent company is Agrofert Holding which is based in Prague, Czech Republic.

We predominantly source materials from suppliers and affiliated companies in Europe but also use third party suppliers from across the globe as necessary. We operate within the UK and Republic of Ireland, working closely with our suppliers and customers.

Further details about GreenChem can be found at [www.greenchem-adblue.com](http://www.greenchem-adblue.com)

#### **Our Principles**

Our mission is to build the leading European AdBlue business that is sustainable in every sense. This will help ensure future success, as well as develop a business that has a positive, lasting impact on the industry and its communities.

The core values underpinning this strategy are Integrity and Responsibility. These require that we always act responsibly and are responsive towards the countries, communities and environments in which we work, and that we conduct business fairly, with honesty and transparency. We recognise the wider responsibility we have as a good corporate citizen to ensure the highest ethical standards are maintained, including aiming to ensure that slavery and human trafficking is not present in our business or supply chain.

#### **Policies and Procedures**

The GreenChem Code of Conduct applies to all GreenChem employees, whether full-time, part-time, permanent or temporary. The code requires GreenChem employees to act with professionalism, honesty and integrity, and to preserve the human rights of every individual and the community. The code prohibits forced labour, child labour and human trafficking.

Similarly, we expect our suppliers to develop and implement policies and procedures to promote and protect human rights in their business and to encourage their suppliers to do likewise. We require suppliers operating in regions recognised as having a higher risk of human rights abuse, including slavery and human trafficking, to adopt suitable and robust policies and procedures to prevent such abuses.

#### **Monitoring**

GreenChem recognises the need to be vigilant in the prevention and detection of modern slavery, through the identification of risks and addressing any potential impacts. The risk of human rights abuses in the supply chain, including slavery and human trafficking, is included and monitored as part



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of our Responsible Procurement Policy. Due diligence and risk assessments are undertaken through our Procurement sourcing activities and documented as part of the supplier on-boarding process to determine whether the standards of our Supplier Code of Conduct are being met. During the onboarding process we perform robust screening of suppliers that include risks associated with Responsible Sourcing standards and policies, modern slavery and human trafficking, supply chain, and trade sanctions risks. Periodic monitoring of approved suppliers is conducted through supplier visits and performance reviews. Where high risks are identified as part of supplier monitoring activities, supplier audits are utilised either prior to final approval or throughout the supplier lifecycle

relationship. In addition, subject to the risks identified, suppliers are subject to further due diligence screening and revalidation of supplied information on an annual cycle.

### **Reporting concerns**

GreenChem has established a dedicated ethics and compliance team to address at a group-wide level, the identification of modern slavery, child labour and human trafficking risks. The team aims to develop and promote appropriate measures to help us ascertain our effectiveness in ensuring that modern slavery and human trafficking is not taking place in our business or supply chains.

Systems are in place to encourage the reporting of concerns. Any reported concerns are investigated thoroughly. We review the effectiveness of the measures we take in seeking to ensure that there is no modern slavery or human trafficking in our supply chains annually as part of GreenChem's business plan and use this to inform the development of our procedures and best practices. In addition, an annual review of key policies is performed by GreenChem's Ethics and Compliance representative and updates made as needed. No reports were received or investigations undertaken in respect of modern slavery or human trafficking during the 2022-23 financial year.

### **Raising awareness**

GreenChem uses a variety of means to raise employees' awareness of its policies and ethical standards. This includes online and face-to-face training, internal communications and awareness sessions. Induction processes are in place to ensure that new staff are introduced to key policies and expectations, including the GreenChem Code of Conduct.

Over the coming financial year we will continue to strengthen our approach to managing the risk of human trafficking and modern slavery within our business. We will also continue to ensure that our strategy is responsive to changing risks and that we maintain appropriate safeguards to prevent modern slavery.

Chris Haynes  
Managing Director  
GreenChem Solutions Limited  
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