



Modern Slavery Statement

Introduction

This statement sets out Cornelius Group plc actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business and supply chains.

Organisational Structure & Supply Chains

This statement covers the activities of Cornelius Group plc and its subsidiaries.

Cornelius purchases raw materials for the Lifesciences and Performance Chemicals sectors from around the world. Mainly from, but not limited to, USA, China, India & Europe. Cornelius has regional offices in UK, Poland and Russia, and employs local consultants in China. Cornelius subsidiary Cornelius Specialties is a manufacturing plant in the UK, creating products for the Life science industry.

Responsibility

The Cornelius Board of Directors are responsible for the organisation's anti-slavery initiatives by ensuring that the company policies are reviewed regularly using the expertise of the Quality & Regulatory and Human Resources teams where necessary.

All new employees are informed of the company's commitment to ESG and specifically on the risks of trading with companies that have not been audited and formally approved.

Relevant Policies

The organisation operates the following policies that describes its approach to the identification of modern slavery and steps to be taken to prevent slavery and human trafficking in its operations:

- **Supplier onboarding & Qualification:** All new potential suppliers are reviewed via this process before any promotion or transactions can happen. All will be distance/self-audited, which includes confirmation of company position on SHEQ, social, and ethical practices.

Evidence of any certification and records are requested at this stage. Higher risk suppliers identified will be site audited either by a member of the Quality & Regulatory team or using local representatives/consultants.

Periodic reviews of our supplier's status, certification and documentation is carried out. Also, regular review meetings held with the Principal and Product management team on general performance, any issues/changes arising will be discussed and highlighted in this process.

Cornelius works with all suppliers in our supply chains to ensure they meet the standards expected. However, any serious violations of our expected standards will lead to the termination of the business relationship.

Cornelius Group Plc

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- **Whistle blowing policy:** The organisation encourages all employees, customers, and key stakeholders to report any concerns relating to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Organisations whistle blowing policy is designed to make it easy for employees to make disclosures, without fear of retaliation. The policy is located on our central intranet providing quick access for all our employees.
- **Code of Conduct & Ethics Policy:** The organisations code of conduct makes its clear to the employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour. The policy is located on our central intranet providing quick access for all our employees.
- **Training:** The organisation requires all employees within the organisation to read the modern slavery awareness training and complete a training record to show they have read and understood. 'The Modern Slavery Awareness' training covers:
 - Human Trafficking
 - Forced Labour
 - Debt Bondage
 - Child Labour, child work and child slavery
 - Slavery in the supply chain

Since the introduction of the Modern Slavery Act 2015. Cornelius has always reviewed its key performance indicators (KPI's) to align with this, as a result, the organisation:

- Continues to develop its system for supply chain verification, whereby Cornelius evaluates any potential supplier before they enter our supply chains.
- Periodically reviews its existing supply chains, whereby Cornelius evaluates all existing suppliers.
- Continues to develop our internal training of this subject with all our employees; building on the current knowledge and ensuring all new starters into the business are trained sufficiently in our policies.

Board Member Approval

This statement has been approved by the organisations Board of Directors who commit to reviewing and updating this statement annually.

Board Member Sign off:

Name:	Mr Phillip Gibbons
Position:	CEO
Date:	19 April 2024
Signature	

