



Tensar's Modern Slavery Statement for 2017 calendar year

The Tensar group of companies based across the Eastern Hemisphere is an international business that is committed to ethical compliance with the UK's Modern Slavery Act, both within its business and its supply chains.

Tensar has assessed that it is at low risk of slavery but it is committed to remaining vigilant and continually improving the transparency of its supply lines to minimise slavery risks.

Tensar assessed its risk as low for a number of reasons:-

- 1) The supplies required for fabrication of Tensar's products are not of the types set out in the US Bureau of International Labour Affairs' List of Products that are produced by forced or indentured labour;
- 2) With its UK office headquarters and manufacturing based in Blackburn, Tensar complies with UK employment laws and its employees in both the office and manufacturing sites are able to choose union membership if they so wish; and
- 3) Most of Tensar's suppliers are based in the UK or elsewhere within the EU.

Over the course of 2016, Tensar began a process of beginning to incorporate requirements about Modern Slavery in its contracts and this is a process that has continued into 2017.

In 2017 Tensar began providing staff training to commercial team members about the requirements of the law and the risks posed to our business, and our suppliers' businesses, by modern slavery. Further to this, we issued an internal HR policy and provided training to its UK based staff on it in the course of Spring/Summer 2017.

We developed a policy for our business associates and suppliers on Modern Slavery, and our purchasing teams for our Eastern Hemisphere headquarters (based in Blackburn) began a process of sharing this with our suppliers to ask for confirmation of their compliance.

Over the coming months Tensar intends to begin a process of developing increased transparency and awareness across its Eastern Hemisphere business and with its overseas partners so that Tensar's stance is clear as to the unacceptable nature of slavery and the priority of ensuring it does not occur within the nexus of Tensar's business.