

# Modern Slavery & Human Trafficking Annual Statement 2024

## 1. Introduction from the Management Team

The Nordmann UK Group Management Team has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all of our business dealings and relationships to achieve continuous improvement of our practices and processes to combat modern slavery and human trafficking.

The Nordmann UK Group considers its exposure to the risk of slavery and human trafficking to be relatively limited and has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## 2. Organisational structure

The Nordmann UK Group has its headquarters in the UK with subsidiaries in Europe, USA, Singapore, India, Japan and Korea. The organisation is controlled by a Board of Directors underpinned by local Managing Directors/CEOs or Country Heads. Our activities are focused on the supply and distribution of Specialist Chemicals to a variety of industries. In addition to this we operate a manufacturing facility in Singapore (contact lens raw materials) and a Nutritional Supplements packing operation in the UK. The business is conducted by qualified professionals and is not seasonal in nature.

The labour supplied to the Nordmann UK Group in pursuance of its operations is sourced from all of the regions where we have operating companies as stated above.

## 3. Our Supply Chains

Apart from some small-volume chemical products for the contact lens industry the Nordmann UK Group is not the manufacturer of the goods we supply. The Nordmann UK Group sources raw materials and distributes products from a diverse base of global manufacturers, and we in turn supply products to a wide range of globally-located customers, using contracted 3rd-party logistics service providers for transport, storage and repacking.

The manufacturers whose goods we supply are mainly global corporations who participate in the United Nations Global Compact (UNGC), whose programme covers various aspects of Corporate Social Responsibility, including labour and slavery. For all other suppliers of goods and services we have a formal supplier approval programme which we use in conjunction with our Registration to the ISO9001:2015 Standard.

## 4. Recruitment and Training

The Nordmann UK Group has a Recruitment Policy in place under which we work only with reputable recruitment companies in all regions of operation.

We have notified all Nordmann UK Group employees of their obligations under the Nordmann UK Group Modern Slavery and Human Trafficking Policy and ensure that all new employees are made aware at induction of the Policy and our commitment to acting ethically and with integrity in all of our business dealings and relationships.

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## 5. Further steps

The Nordmann UK Group has prepared and published its own Modern Slavery and Human Trafficking Policy and communicates the Policy to all of our suppliers, at the time of first approval of new suppliers and periodically to existing suppliers thereafter, stating to them our expectation of their commitment to combating modern slavery and human trafficking in their own operations and throughout their own supply chains.

This Annual Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, and constitutes our slavery and human trafficking statement for the financial year ended 31st December 2024.



Ross Straughan  
Nordmann UK Group Managing Director  
Date: 12<sup>th</sup> January 2024