



Business Ethics, Labour and Human Rights and Modern Slavery Policy

Blackburn Chemicals Limited is a leading manufacturer of antifoams and foam control agents. From our base in the North West of England, we supply a wide variety of industries (including pulp, paper, paint, food, and water treatment among others) and service the needs of clients in over 50 countries.

Blackburn Chemicals (Holdings) Limited is a parent company focused on property development, development loans, and investments through various financial instruments.

We are committed to ensure that all of our international activities are conducted in accordance with all applicable legal and regulatory requirements and the highest standards of ethical business conduct. It is the responsibility of all Blackburn Chemicals/ Holdings employees to ensure that the company does not engage in practices which infringe legal or regulatory requirements or which fall below the highest standards of ethical business conduct.

Blackburn Chemicals/ Holdings is committed to maintaining high standards of fairness, respect and safety for all employees. The company is also committed to respecting the United Nation's (UN) convention on Human Rights and the International Labour Organisation's (ILO) eight core conventions on fundamental human rights.

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

We are also committed to addressing the requirements of the UK Modern Slavery Act 2015 (the "Act") and ensuring that our supply chain is compliant with the regulations prescribed therein. We acknowledge the undertakings in the Act and endeavour to create a culture of transparency with regards to the supply of goods and services to us. This statement is made pursuant to section 54 of the Act and constitutes Blackburn Chemicals/ Holdings modern slavery and human trafficking statement, as required by the Act, for our financial year ended 31 May 2019.

Issue 5



John Covill
Chief Executive Officer
Blackburn Chemicals Ltd

Date: 01/06/2019



George Lamb
Director
Blackburn Chemicals (Holdings) Ltd

Date: 01/06/2019