

Modern Slavery Policy Statement:

Killgerm Group Limited recognises that modern slavery and human trafficking are significant global issues presenting a challenge for businesses worldwide. We are committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in our business dealings.

This policy applies to Killgerm Group Limited and all subsidiary operations.

ORGANISATION'S STRUCTURE

Killgerm Group is a major manufacturer and distributor of public health pest control products, with operating companies all over the world.

Killgerm Group supplies products and services within the whole of Europe, the Middle East, the Far East, Australasia, Africa, North America and South/Central America. Apart from the products which Killgerm Group manufactures or formulates itself, it is a major pest control distributor.

The Group includes:

1. Killgerm Division, with operations based in Belgium, France, Germany, Ireland, the Netherlands, Poland, Portugal, Spain, Sweden, Switzerland and the UK.
2. PestWest Division, with operations based in Australia, China, the UK and the USA.

Killgerm Group employs over 200 people worldwide.

OUR SUPPLY CHAINS

Our supply chains are extensive with hundreds of suppliers worldwide.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We encourage all of our staff to report any wrongdoing. This extends to human rights violations like modern slavery.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have a zero-tolerance approach to slavery and human trafficking and expect our suppliers and contractors to uphold the same values. We will not conduct business knowingly with anyone engaged in slavery and human trafficking practices or knowingly permit them to be carried out in any part of our business.

We have written to the senior management of our suppliers to make them aware that Killgerm Group requires them to be satisfied that their operations (both in the UK and overseas) have suitable preventative measures in place to prevent modern slavery. We are committed to having an ongoing and open dialogue with our suppliers and working with them to ensure robust preventative measures are in place and will continue to seek confirmations over time.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff, with an emphasis on those staff operating within the supply chain.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Killgerm Group's slavery and human trafficking statement for the financial year ending 31st December 2024. The statement was discussed and agreed at the Killgerm Group Ltd Board meeting of 21st November 2023.

Signed:

A handwritten signature in black ink, appearing to read 'R. Broome', with a long horizontal flourish extending to the right.

Rupert Broome
Group Managing Director
Killgerm Group Limited

Date: 1st January 2024