

Introduction from the Pascal Jankowski

We are proud of the steps we have taken to combat slavery and human trafficking. Due to the nature of our business and the relatively short supply chains involved, Roxane (UK) has a relatively low risk of being affected by slavery and human trafficking. However every year we are subjected to ethical audits by several of our high profile customers. These audits cover our workforce and we use the data obtained to ensure that our employees and workers (including agency staff) are not victims of slavery or human trafficking.

The vast majority of our employees are procured from employment agencies and we endeavour to audit all agencies who supply us with staff at least 4 times per year to ensure that our business is free from slavery and human trafficking.

Likewise we take steps to ensure that our suppliers abide by our own high standards when it comes to ensuring their own businesses are free of slavery and human trafficking.

Below are the steps taken by us this financial year to ensure that slavery and human trafficking is not taking place in our supply chains, and our own business.

Organisation's structure

Roxane (UK) Limited is a manufacturer of bottled water in the soft drinks sector. We are the UK operation of the Roxane (Group), and our ultimate parent company is Roxane. Roxane has its head office in France. We have over 100 employees in the UK.

Our business

Roxane (UK) limited is owned by Roxane and we have no subsidiaries or other associated companies based in the UK.

Our supply chains

As a manufacturer of bottled water we supply our own water and our supply chain includes companies who provide labels, bottle caps and polyethylene terephthalate for the water bottles.

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. We have a 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. This includes asking all of our suppliers to either provide us with copies of their own anti-slavery statements or else confirm what steps they are taking to ensure their businesses are free of slavery and human trafficking.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we ensure that relevant audits are undertaken within our business and within any organisations that supply our workers.

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 by ensuring that all of our employees have access (and are aware that they have access) to a confidential hotline through which they can report any concerns.

Training

To ensure that all workers in our business feel that they can report any concerns regarding slavery and human trafficking we ensure that all workers are aware (via training and also prominently displayed posters) that they have access to a confidential reporting hotline.

Our effectiveness in combating slavery and human trafficking

Roxane's customers includes high profile businesses who insist that we operate in an ethical manner. Our business is subject to annual ethics audits by independent organisations and through cooperating with the audit process we are able to continuously monitor and assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business.

This 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 ending 31.12.2018.

Pascal JANKOWSKI

SIGNATURE

Roxane (UK) Limited

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