



Rumenco Limited (Rumenco) – Modern Slavery Act Transparency Statement

This statement is made with regards to Section 54 of the Modern Slavery Act 2015 (MSA) and details the steps Rumenco has taken relating to the financial year 2015/16 to ensure that slavery and human trafficking are not taking place in our supply chain or any part of our business.

Organisation structure

Rumenco consists of 4 UK companies that are registered at Companies House namely; Rumenco Limited, Net-TEX Trading Limited (dormant), SJC 125 Limited (dormant) and SJC 126 Limited (dormant).

In addition there are two overseas subsidiaries registered in Eire namely; Uniblock Limited and Uniblock (Export) Limited.

Relevant policies

Rumenco has policies relating to the following aspects that are relevant to the MSA which can be found in the Rumenco Employee Handbook:-

1. Equal Opportunity Policy
2. Recruitment and Selection Policy
3. Anti-Bribery Policy
4. Ethical Behaviour Policy

The Rumenco Employee Handbook is provided to all new Rumenco employees on commencement of their employment.

Due diligence process

Rumenco is committed to reducing modern slavery and human trafficking within its supply chain. To that end Rumenco is reviewing suppliers, by means of questionnaire, to establish their level of compliance with the MSA. Rumenco will determine whether to continue to purchase goods or services from any given supplier based on their response to the questionnaire.

Identifying areas of risk to Rumenco's supply chain

Rumenco has used guidance, taken from the Stronger Together website, to identify the suppliers which pose the highest risk to its supply chain and consequently required to complete a questionnaire. These were identified as:-

- 1. All suppliers of imported products (raw materials, packaging and finished goods).
- 2. Domestic suppliers of products (raw materials, packaging and finished goods).
- 3. Suppliers of agency workers
- 4. Small local service companies.

Effectiveness of Rumenco's measures

The effectiveness of our approach and confidence in our supply chain will be measured on an on-going basis. This will largely be dependent on responses to the supplier questionnaires and any subsequent actions which prove to be necessary either by the supplier or Rumenco.

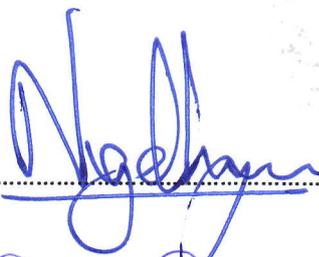
Training

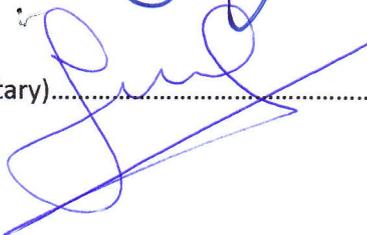
Rumenco trains appropriate individuals within the business regarding the requirements of the Modern Slavery Act.

Statement approval

This statement is made in accordance with the Modern Slavery Act 2015 section 54(1) and constitutes Rumenco's slavery and human trafficking statement for the financial year ending 30th June 2016.

Signed by:

Nigel Lyon (Managing Director)  Date 17/3/17.

Nick Duncalf (Company Secretary)  Date 17/3/17.