



## **INVISTA Textiles (U.K.) Limited**

### **SLAVERY AND HUMAN TRAFFICKING STATEMENT**

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 December 2018. It sets out the steps that we have undertaken - and are continuing to take - to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

#### **OUR COMPANY**

INVISTA is part of the Koch group of companies. We make the chemicals, polymers, fabrics and fibers that can handle life's toughest demands, we license advanced technologies across various value chains, and we create new solutions for life's biggest needs. Our products and brands are incorporated into clothing, cars, and carpet. INVISTA manufactures most of its products directly, at facilities owned by INVISTA. Due to the high level of sophistication that is required to produce the goods and services that INVISTA purchases to make our products, there is a low probability that human trafficking and slavery would be utilized.

#### **OUR VALUES AND GUIDING PRINCIPLES**

We are committed to conducting all business lawfully and with integrity. Our commitment to and expectations for ensuring that our business and supply chain is maintained in a lawful and socially responsible way includes, among other things, that neither human trafficking nor slavery/forced labor is taking place in any part of our business.

Our zero tolerance for slavery/forced labor and human trafficking compliance and ethics expectations are set out in our Code of Conduct including Guiding Principles requiring all of our employees at every level to:

- Have the courage to always act with integrity;
- Act with proper regard for the rights of others; and
- Treat everyone with honesty, dignity, respect and sensitivity.

We are absolutely committed to our Guiding Principles. As they state: We all have a responsibility to live by them daily.

#### **CODE OF CONDUCT**

With specific regard to the need to combat human trafficking and modern slavery in all of its forms, Chapter 2 of our Code of Conduct concerns "Respect for Others" and states:

##### **Commitment to Lawful Employment Practices**

Our companies strive to make people's lives better through the products we make, support for the communities in which we live and work, maintaining quality work environments, and sourcing responsibly. We are committed to adhering to applicable employment and labor laws everywhere we operate. This includes observing those laws that pertain to child labor, forced labor, human trafficking, wages and work hours and freedom of association. In addition to other expectations contained in this Code, our commitment to social responsibility specifically includes the following:

##### **Child Labor**

The company will not employ underage individuals as defined by applicable child labor laws. Employees will not be permitted to work in a position where they are younger than the minimum legal age for employment in that job.

### **Forced Labor**

The company does not support the use of forced labor or involuntary prison labor. Recruiting and selection activities are conducted in compliance with applicable law and any applicable collective bargaining obligations.

### **Wages and Work Hours**

The company is committed to meeting all minimum wage obligations and collective bargaining agreements regarding maximum hours, minimum wage, overtime work and the payment of overtime compensation.

The company:

- Recognizes an employee's right to breaks and meal periods required by applicable law or collective bargaining agreement and the company will pay for those breaks wherever required by law.
- Will provide to employees all periods of leave to which they are entitled under applicable law.
- Will provide employees with all benefits to which they are entitled under applicable law.

We make compliance with the above requirements the responsibility of every employee, as our Code of Conduct explains:

### **Every employee has the responsibility to:**

- Always act in accordance with applicable laws, this Code, our Guiding Principles and other company standards, policies, procedures, practices, guidelines and work rules.
- Avoid any activity that might have the appearance of being illegal or unethical.
- Seek a full understanding of compliance requirements, risks and key controls that apply to your role. No one is expected to know every policy or standard word for word, but you should understand the policies and standards that apply to your role.
- When you have questions, seek assistance from the many resources that are available to you. Promptly report potential or actual violations of a law, company policy or standard, or any request to violate a law, company policy or standard.
- Promptly report any issue that you believe has not been appropriately resolved, even if it means raising it with another available resource.
- Cooperate completely and honestly with company investigations.

As a further reminder of the importance of compliance with the Modern Slavery Act, in approving this statement the members of the Governing Board were provided with a Memorandum specifically reminding them of the key aspects of the Act and its objectives. We fully recognise the UK Government's objective of ensuring that the risks of Modern Slavery are understood and recognised at the Governing Board level.

In light of the above, if we were to become aware of modern slavery within our company, we would take immediate action. Further, if we were to become aware of modern slavery within our supply chain, we would take further action which could include requiring a corrective action plan or, if necessary, termination of the relationship with that supplier where there was a failure to adhere to UK law.

### **PUBLICATION**

A copy of this statement may be viewed at INVISTA's website <https://www.invista.com/Supply-Chain-Transparency>

### **APPROVAL**

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 December 2018. It is approved by the Governing Board and was signed on June 28th, 2019 by John G Stewart, a director of INVISTA Textiles (U.K.) Limited.