

Jotun Paints (Europe) Ltd
Modern Day Slavery Statement

April 2021

Introduction

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and establishes Jotun Paints (Europe) Ltd.'s slavery and modern trafficking statement. The financial year end is 31st December, this statement covers 1st January 2020 to 31 December 2020.

Jotun operates under four core values; Loyalty, Care, Respect and Boldness, the values underpin all business activities. Jotun believes in the dignity of each employee and respects the human rights of our employees, we are fully committed to the prevention of modern-day slavery and human trafficking in our business and Supply Chain.

Organisation and Supply Chain

Jotun's head office is based in Sandefjord, Norway and has been in business since 1926 with the Gleditsch family still owning the majority share of the business.

Jotun Paints (Europe) Ltd is based in the United Kingdom and manufactures quality coatings for the Marine and Protective markets. We also sell Powder and Decorative products which are sourced from other manufacturing sites in the Jotun network.

Jotun Paints (Europe) Ltd, based in Flixborough, Scunthorpe, is the head office for JPEL; the European supply network, in which we produce paint for agents to sell in the following countries: UK & Ireland, The Netherlands, France, Germany, and Poland.



In the UK & Ireland we have over 260 employees, across our sites in Flixborough, London, Newcastle, Glasgow and Cork. Although our employees are directly employed and are not in any category that is vulnerable to modern slavery in this country we do have policies in place to protect our employees. We also have procedures to ensure that our Suppliers and Contractors comply with the legislation.

Policies

Human Rights Policy – this is a Group wide policy that confirms Jotun’s commitment to respecting the human rights of our employees and those in the community.

Human Rights Self-Assessment – each year every company manager is to fill in the assessment in which they are asked to confirm (list is not exhaustive):

- That suppliers comply with a commitment to respect human rights
- That the company has the necessary measures in place to ensure that any form of forced labour and human trafficking does not take place
- That minimum wages are respected
- That the company complies with the minimum age standards

Whistle blowing policy – this is a Group policy in which it details the process of raising a concern where it is believed that there has been a severe breach of Jotun’s values and business principles, Human and labour rights is one of the potential breaches mentioned in the policy.

Due Diligence

Jotun holds audits with its suppliers, as part of the audit document there is a section on Labour, Human Rights and Governance.

Under section 8.2 of the audit Suppliers are asked questions on Forced Labour, questions include:

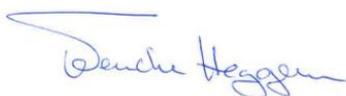
- Are work free of forced labour, which all work is conducted on a voluntary basis?
- Are employees free to terminate employment without any penalty?

The main heading of Labour, Human Rights and Governance also audits against; Child Labour, Employment contracts, Freedom of Association, working hours, Wages and Compensation, Discrimination/Abuse/Harassment, Fraud/Integrity and Understanding Laws and Regulations.

Looking ahead

Over the course of the next year we will continue to improve our procedures and training around Modern Slavery.

This statement has been formally approved by the Management Team of Jotun Paints (Europe) Ltd and the Board of Directors for Jotun Paints (Europe) Ltd.



Managing Director
Jotun Paints (Europe) Ltd
7th April 2021