



THE COMPANY
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Tensar's Modern Slavery Statement for 2018 calendar year

The Tensar group of companies is committed to ensuring compliance with the UK's Modern Slavery Act, both within its UK businesses and their supply chains.

Tensar's UK businesses' supply lines are primarily within the UK and EU and the supplies required for fabrication of Tensar's products are not of the types set out in the US Bureau of International Labour Affairs' List of Products that are produced by forced or indentured labour. With our Eastern Hemisphere office headquarters and our UK manufacturing based in Blackburn, Tensar complies with UK employment laws, and its UK employees in both the office and manufacturing sites are able to choose union membership if they so wish. No business can be complacent, however, and integrity is one of our company's core values. Ensuring modern slavery compliance is a key part of living out our values.

Over the course of 2016-17, Tensar began a process of beginning to incorporate requirements about Modern Slavery in its contracts. In 2018, Tensar:-

- 1) increased the percentage of its purchasing spend for which it pursued modern slavery compliance confirmations;
- 2) carried out visits to selected suppliers for relational reasons and giving us the opportunity to ensure no ethical concerns were apparent;
- 3) continued to share its policy for business associates and suppliers on Modern Slavery, to ask them to comply with the policy or to provide a suitable commensurate policy of their own;
- 4) continued to include Modern Slavery obligations in our new distribution agreements;
- 5) began including modern slavery obligations in new consultancy agreements with third parties;
- 6) developed and introduced new processes for appointing agents and distributors in the Eastern Hemisphere to include due diligence checks to flag any ethical issues; and
- 7) developed and began to trial the roll out of a presentation for new business associates highlighting our ethical requirements including modern slavery requirements.

Over the coming months Tensar intends to continue to increase transparency and awareness across its Eastern Hemisphere business and with its overseas partners and suppliers so that Tensar's stance is clear as to the unacceptable nature of slavery and the priority of ensuring it does not occur within the nexus of Tensar's business.

A handwritten signature in black ink, appearing to read "Luc Mechelaere", written over a dotted line.

Signed on behalf of the directors by Luc Mechelaere, Director and President Eastern Hemisphere for the Tensar group of companies