

UK MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Responsible business practices, respect for law, honesty and integrity are central pillars of BMI Group's corporate culture. BMI Group fully supports the purpose of Section 54 of the UK Modern Slavery Act 2015 to prevent modern slavery in organisations and their supply chains. We are committed to being a responsible business, acting ethically and transparently, and not knowingly permitting modern slavery in our organisation or our supply chains.

About Us

BMI Group was formed in April 2017 through the combination of the Braas Monier and Icopal groups of companies. We help build communities by providing shelter, protection and peace of mind through effective and innovative roofing and waterproofing solutions, designed to transform the way people live and work.

Our Supply Chains

We source a wide range of services and goods including raw materials principally related to the manufacture and supply of roof tiles, membranes, liquid applied waterproofing, and roofing accessories. Our terms and conditions of purchase (which are kept under review) include warranties under which our suppliers confirm their compliance with anti-slavery laws.

Our Policies

Our Code of Conduct sets out the guiding principles for our own conduct and binding guidelines for our conduct in dealing with business partners, including suppliers. The Code of Conduct requires that we adhere to applicable laws and regulations. Compliance with laws is a key principle for BMI Group (including Klover Limited), and provides the basis for our various company guidelines. Our Code of Conduct sits alongside our Supplier Code of Conduct and Third Party Risk Assessment Procedure.

Risk Assessment and Due Diligence

The following initiatives help us to identify and mitigate the risk of modern slavery:

- through our centralised procurement organisation, we continue to refine our supplier due diligence processes (which now include engaging with our suppliers to communicate our Supplier Code of Conduct incl. our expectations relating to responsible sourcing, conducting supplier assessments and comprehensive risk assessments in certain markets and strengthening traceability measures);
- we continue to maintain a dedicated compliance email account that enables our employees and third party stakeholders to report any concerns, including concerns regarding modern slavery.



- our global ethics hotline provides a further channel for employees and third party stakeholders to report any concerns online or by phone, including concerns regarding modern slavery;
- we carry out reviews of the local legislative framework that applies in key jurisdictions to ensure best practice across our Group. For example, BMI's group company in Germany has analyzed all relevant areas in a comprehensive analysis to identify potential risks in its own business area and supply chains. This analysis consisted of a review of human rights and environmental risks in accordance with the German Supply Chain Due Diligence Act. The risk analysis is repeated annually and BMI Deutschland's Human Rights Officer will review the effectiveness of risk management annually and also on an ad hoc basis, reporting directly to the national management.

Looking Forward

We are well aware of the need for ongoing vigilance, particularly in light of the different breaches of modern slavery legislation that continue to be exposed across various industries and sectors.

Therefore, we continue to evaluate ways to heighten awareness of modern slavery concerns including the provision of practical and tailored training courses for new employees. We also continue to examine potential processes that identify, prevent, and address the risk of modern slavery in our supply chain, making incremental improvements throughout the course of every year.

In the unlikely event that any modern slavery issues were to be identified, we are well positioned to address them very promptly.

Thomas Casparie
Chief Executive Office, BMI Group
26 June 2024

