

Essentra plc Modern Slavery Statement 2017

Essentra plc is a leading global provider of essential components and solutions with three global divisions: Component Solutions, Health & Personal Care Packaging and Filter Products. Essentra's international network extends to 33 countries and includes 49 principal manufacturing facilities, 64 sales and distribution operations and 4 research & development centres.

Throughout its international activities Essentra supports human rights as set down by the United Nations Declaration and its applicable International Labour Organisation conventions and complies with relevant and applicable human rights legislation in the countries in which it conducts business. Operations based in India, Indonesia and Thailand are also accredited to SA 8000 which details fundamental principles of human rights.

The Company's commitment to the protection of human rights and the avoidance of human traffic is reflected in the Essentra's Ethics Code and the Essentra Anti Slavery and Human Trafficking policy.

Essentra's policy in respect of slavery and human trafficking is to eliminate it both from the business and from the supply chain. Essentra will not tolerate or condone abuse of human rights within any part of its business and will take seriously any allegations where human rights are not properly respected.

Essentra has a Right to Speak policy which encourages employees to report any behaviours or actions which extend to human rights violations, including modern slavery and human trafficking. In addition to internal reporting protocols, Essentra has engaged a third party service provider to maintain both telephone and internet based reporting lines on an international basis, enabling people to report in their local language and to preserve anonymity if they so wish. Essentra is committed to ensuring that all reports made pursuant to its Right to Speak policy will be fully investigated and appropriate remedial action taken where necessary.

Suppliers

The majority of the Essentra suppliers are well known companies within their respective industries. The relevant management teams review potential modern slavery or human trafficking compliance issues to manage any new or emerging risks with particular suppliers or within particular jurisdictions. Essentra operates within a number of jurisdictions where there is a higher risk of modern slavery or human trafficking violations and clear management oversight and control is employed to manage such risk.

Essentra has a third party due diligence policy which is designed to ensure appropriate enquiries are made of third party suppliers prior to Essentra entering into any business relationship with them. As part of its due diligence protocols, Essentra has increased its focus on assessing Modern Slavery risk within the supply chain by revising its 'Know Your Supplier' information requirements. The new information requirements are mandated for

completion by all new suppliers, with existing suppliers also being subject to review to enable the identification and elimination of any potential human rights risks within the Essentra supply chain. In addition to the due diligence requirements, Essentra has established new contracting requirements, such that all new contracts, whether with new or existing suppliers include specific compliance requirements to reflect Essentra's policies and to prohibit human trafficking and forced and bonded labour in line with the following provisions:

"the Supplier shall comply with all applicable laws, regulations and codes of practice with regards to human rights, labour laws and worker's rights including but not limited to the United Kingdom's Modern Slavery Act 2015, and, in particular, not engage either directly or indirectly in any form of slavery, servitude, forced labour or human trafficking"

Employee Training

Essentra provides both online and group training to employees to support the awareness and understanding of its compliance policies, including in relation to its Code of Ethics, its Anti Slavery and Human Trafficking policy and its Right to Speak policy. Following on from the publication of the Anti Slavery and Human Trafficking policy, a short communication video was introduced to reinforce the key requirements of Essentra's approach

A handwritten signature in black ink, appearing to read 'P. Forman', with a long, sweeping horizontal line extending to the right.

Paul Forman

Chief Executive