

AGA RANGEmaster

Modern Slavery Act 2015

Director's Statement – Modern Slavery Act 2015 (the 'MSA Act')

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes AGA Rangemasters' slavery and human trafficking statement for the financial year ending December 2018.

Introduction

This statement sets out AGA Rangemasters' actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1st January 2018 to 31 December 2018.

The Senior Management team at AGA Rangemaster recognises that it has a responsibility to take a robust approach to slavery and human trafficking. AGA Rangemaster is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational Structure and Supply Chains

This statement covers the activities of AGA Rangemaster Limited.

Risk Assessment Process

The following is the process by which AGA Rangemaster assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

Contracts with direct and indirect suppliers will include clauses on the Modern Slavery Act and risk factors. Zero tolerance for modern slavery and respect for human rights will be built into our procurement processes, supplier contracts and also represented in dialogue with sub-contractors, customers and other business partners.

Relevant Policies

Whistleblowing Policy - AGA Rangemaster encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, AGA Rangemaster. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The AGA Rangemaster Whistleblowing Procedure is designed to make it easy for workers to make disclosures, without fear of retribution.

Anti-Bribery - It is the policy of the Company to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

AGA RANGEmaster

Employee Code of Conduct – AGA Rangemaster’s code makes clear to employees that their actions and behavior expected of them when representing the company. The Company strives to maintain the highest standards of employee conduct and ethical behavior when operating internally and within its supply chain.

Recruitment / Agency workers’

AGA Rangemaster uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Going forward over the course of the next 12 months AGA Rangemaster will monitor the relationship with all agencies in accordance with the provisions of the Modern Slavery Act.

Due diligence

- AGA Rangemaster undertakes due diligence when considering taking on new indirect suppliers, and regularly reviews its existing indirect suppliers.

This process includes;

- Mapping the indirect supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human trafficking risks of each new indirect supplier by requesting they complete a Modern Slavery Act due diligence questionnaire via AGA Rangemaster supply chain procurement platform.
- Create a risk profile for each indirect supplier, where appropriate, based on the response within the Modern Slavery Act due diligence questionnaire;
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan, including the termination of the business relationship;
- Insertion of a Modern Slavery Act clause in our supplier contracts. Contracts with suppliers will include clauses on the Act and risk factors. Zero tolerance for modern slavery and respect for human rights will be built into supplier contracts and also represented in dialogue with sub-contractors, customers and other business partners.

Monitoring

AGA Rangemaster has developed a system for supply chain verification, whereby the company evaluates potential suppliers before they enter into our supply chain.

AGA Rangemaster has reviewed existing suppliers in terms of the Modern Slavery Act.

Training

AGA Rangemaster commit to ensuring that individuals employed in the Supply Chain team will undergo update training on Modern Slavery in the next 12 months.

AGA RANGEmaster

Board Approval

This statement has been approved by AGA Rangemasters' board of directors, who will review and update it annually.

A handwritten signature in black ink that reads "M. Burgess." The signature is written in a cursive style.

Mrs M Burgess

Head of Human Resources, AGA Rangemaster Limited

Date: November 2018 (next review November 2019)