



Modern Slavery Statement for Financial Year 2017

Samson Road
Hermitage Industrial
Estate
Coalville
Leicester
LE67 3FP

ROCA LTD

This statement is made in accordance to s.54 of the Modern Slavery Act 2015 and sets out the steps that Roca UK LTD has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Roca UK LTD has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Roca UK LTD forms part of the Roca Group, a global bathroom manufacturer. Roca UK LTD is responsible for the group within the UK and Ireland. At the end of the last financial year Roca UK LTD had 117 employees in the UK and Ireland.

Our supply chain

Roca UK LTD utilises an internal supply chain within the Roca Group. All companies and countries within the Roca Group operate with the same strict and transparent policies and procedures, including clear guidelines for modern slavery and human trafficking.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These can be found in our corporate Roca Group Handbook, and include:

1. Equality, non-discrimination and respect for the individual
2. Recruitment policy
3. Whistleblowing policy
4. Health and safety at work policy
5. Compliance with local and international legislation, for both global and localised duties
6. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act

Roca UK LTD also have a separate Modern Slavery policy, and complete HMRC right to work procedures for all internal employees.

Our suppliers

Roca UK LTD operate a supplier policy and maintain a preferred supplier list, Roca UK LTD conduct due diligence on all suppliers. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery, and site visits. Our anti-slavery policy will form part of our contract with all suppliers and they will be required to confirm that no part of their business operations contradicts this policy.

ROCA LTD

As part of our contract with suppliers, we will require that they confirm to us that:

1. They have an active Modern Slavery Policy
2. They hold their own suppliers to account over Modern Slavery
3. They pay their employees at least the national minimum wage / national living wage
4. That they assess their internal and external supply chains for Modern Slavery compliance
5. That they have not had any previous incidents of Modern Slavery within their organisation
6. We may terminate the contract at any time should any instances of modern slavery come to light

Training

Roca UK LTD have updated all procurement teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain. The Roca Group Corporate handbook is regularly reviewed by Roca UK LTD and all managers are kept up to date.

Our performance indicators

Roca UK LTD will know the effectiveness of the steps being taken to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on 26th June 2017

Name (Director): Alan Dodds

Date: 26th June 2017