

**Zentia Limited**  
**Slavery and Human Trafficking Statement under the**  
**UK Modern Slavery Act 2015 (the “Act”)**

**Refreshed as at 25 November 2020**

We are a UK-headquartered manufacturer of ceiling tiles and grid systems in the construction sector with over 200 employees Europe-wide. We are a recently standalone group of companies owned by the Aurelius Group (as of 1 April 2020). We have a turnover above £36m.

Previously as part of a much larger worldwide organisation, we were assisted in our commitment to no slavery or human trafficking by the resources available across the group. As a newly standalone business, we remain committed to improving our practices to combat slavery and human trafficking and set out our current practices below as well as further steps we will now take.

### **Our supply chains**

The manufacture and distribution of our product range involves the sourcing of various raw materials and finished goods from suppliers located principally in Europe, but occasionally from other regions as necessary. Oversight and influence can therefore be concentrated on one discrete, albeit major, geographical region where the risk of slavery and human trafficking is generally lower than in other areas of the world.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Code of Business Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and will be amended to help us implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Supplier due diligence**

Wherever possible, we enter into written contracts with all of our suppliers including a non-negotiable contractual obligation on the supplier to abide by all laws, rules and regulations relating to slavery and human trafficking. Our Code of Business conduct is also communicated to suppliers as part of our written contracts.



## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide refreshed training to our relevant staff. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015

06<sup>th</sup> August 2021

A handwritten signature in black ink, appearing to read 'Dirk Jaspers', written in a cursive style.

Dirk Jaspers  
Managing Director