



SEDIVER - MODERN SLAVERY STATEMENT

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 on behalf of Sediver SAS and all SEDIVER group companies. The statement sets out the steps that Sediver has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

SEDIVER CEO STATEMENT

We recognize the suffering which modern slavery and human trafficking causes. In an increasingly global marketplace, we recognize that all businesses have a responsibility to understand whether modern slavery and human trafficking is taking place within their supply chains and this is a responsibility we take seriously.

PRESENTATION

Sediver is the worldwide leader for overhead line insulation technology, including research, design, manufacturing, testing and supply of insulators.

Sediver is a highly international group, whose quality of products and services is confirmed by an outstanding track record from customers and 500 million toughened glass insulators operating under various climate conditions in 150 countries. Sediver has pioneered some of the major innovations of the transmission line industry and is now engaged in developing digital solutions for ever more reliable and efficient power lines.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We, at Sediver, are entirely committed to doing business in full compliance with all laws and regulations and high ethical standards to secure our long-term success while best serving society and all stakeholders. Since mid-2015, Sediver has established a compliance management system (CMS) to promote ethics, integrity and transparency in Sediver business dealings and drives the implementation of effective systems and controls to safeguard against any form of modern slavery taking place within in any part of our business and our supply chain. We seek to foster an environment where respect for the individual and their rights is a core value. We encourage any individual having concerns about unethical behavior in any part of our business or operations to speak up and to do so without fear of retaliation. Further details of our CMS are accessible at <https://www.seves.com/compliance.html>.

OUR PEOPLE

Sediver employs 800 employees in its various manufacturing plants, sales offices, testing laboratories and headquarter, out of which are 100 are agency temporary workers, mainly dedicated to manufacturing activities.

Leading by example is one of our 4 core Values, affirming to all our employees that we collectively commit to the highest standards in business ethics, compliance, quality, safety, social and environmental matters.

Our Code of Conduct (given to all newcomers and available in self-service in our intranet) explains and reminds our people of the need to demonstrate that we are a company that acts honestly and ethically.

We have launched in 2019, our Workforce planning and recruitment policy that will guarantee each HR employees and managers involved in recruiting activities to take specific care of compliance culture of the candidates, as well as applying equal opportunity and non-discrimination principles when recruiting.

WHAT WE'RE DOING

We take the following steps to identify risks of modern slavery and human trafficking within our business and our supply chain:

- We select and qualify long-term suppliers able to support Sediver operations, in close liaison with the Quality and Operations Departments to lead selection of vendors, intermediaries and sub-contractors to provide the most competitive, qualitative and agile supply base for Sediver.
- We negotiate frame agreements with the main portfolio suppliers for direct materials (eg. Metal components, packaging, utilities, raw material for furnace & assembly). Critical Suppliers can only be used after they have gone through the internal qualification process jointly driven by the Quality and Supply Chain functions. Potential suppliers are evaluated not only based on price, quality and ability to deliver, but also on compliance aspects.
- Our Supplier Code of conduct is shared and signed by all of our main suppliers (covering 90% of our annual expenditure) and covers largely social aspects of their practices; this Supplier Code of Conduct includes evidence to support fair payment, decent working hours, freedom of association and protection worker's rights with regards to Modern Slavery Act statement publication.
- We conduct due diligence on all critical potential suppliers, according to the criticality of their products or services for our company, before any homologation. They have to complete a risk self-assessment aligned with our Supplier Code of conduct principles. Initial due diligence takes place through Supplier Questionnaire assessment which contains a specific chapter for labour practices and human rights. We require them to confirm that:
 - they engage actions to eradicate modern slavery and child labour,
 - they ensure reasonable working hours and fair remuneration,
 - they engage actions to eliminate any form of discrimination.
- Our suppliers are visited on a regular basis by purchasing, procurement, technical and quality teams, and audits are conducted for critical suppliers. These audits are an opportunity to control and confirm that any modern slavery has been banned from our critical suppliers' practices.

APPROVAL

This statement has been approved for and on behalf of the members of Sediver Management Team. The SEDIVER's financial year end is 31 December and this constitutes our slavery and human trafficking statement for the 2019 financial year.

Jean Nakache
SEDIVER GENERAL MANAGER

