



Modern Slavery Statement – 2025

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015 (“the Act”).

It outlines the steps taken by IKO PLC during the financial year ending 31st December 2024 to prevent modern slavery and human trafficking within our business and supply chain.

Introduction

Modern slavery and human trafficking are serious violations of fundamental human rights, causing profound harm to individuals and communities. Our understanding of these issues is guided by the Modern Slavery Act 2015, the UN Universal Declaration of Human Rights and key International Labour Organisation conventions, particularly those relating to forced or compulsory labour.

We recognise that modern slavery is a complex, global issue affecting all regions, sectors and economies. The term includes:

- **Human trafficking** – recruiting, transporting or harbouring people through coercive means for exploitation.
- **Forced labour** – work or services extracted under threat or penalty, without voluntary consent.
- **Debt bondage** – labour pledged as security for a debt where terms are unclear, exploitative or unachievable.
- **Sale and exploitation of children** – transfer of a child for payment or other benefit.

IKO PLC remains committed to identifying, preventing and addressing risks of modern slavery across our own operations and our wider supply chain. We expect all employees, partners and suppliers to uphold this commitment.

We have published annual modern slavery statements since 2016. This 2025 statement highlights the actions taken throughout 2024 to further strengthen our approach.

This statement has been approved by the IKO PLC Board of Directors and by our IKO PLC Group Managing Director.

About IKO PLC

With more than a century of expertise, IKO PLC is a leading manufacturer of innovative roofing and waterproofing solutions for flat and pitched roofs. Our products are trusted by specifiers, installers and building owners across all industry sectors. Continued investment in UK manufacturing enables us to meet evolving performance, sustainability and design requirements.

Our Structure

This statement covers the following UK manufacturing operations:

IKO PLC

Appley Lane North, Appley Bridge, Wigan, WN6 9AB

Head Office and manufacturer of rolled felt roofing products.

IKO PLC

Prospect Quarry, Grangemill, Matlock, DE4 4BW

Manufacturer of mastic asphalt products.

IKO Polymeric

Coney Green Road, Clay Cross, Chesterfield, S45 9HZ

Manufacturer of single-ply roofing systems.

Our Supply Chain

IKO PLC's Supply Chain consists of Products and Materials supplied from EU and North American IKO Companies, Raw Material suppliers, third party bought in finished goods for resale and 'non-stock' items and services.

Our **Tier 1 suppliers** are predominantly UK or EU based. In 2024, suppliers accounting for more than 0.03% of total annual spend were based in:

- **UK:** 82.54%
- **Europe:** 12.55%
- **Canada/USA:** 0.11%
- **Other:** 1.20%

Our customer base spans specifiers, installers, merchants, distributors and retail. Stable demand allows us to maintain a permanent workforce across our manufacturing sites and supports consistently stable demand across our supply chain partners. Strategic forecasting and prompt payment help suppliers maintain operational resilience.

Our supply chain is accredited to BES 6001 for responsible sourcing, evidencing robust environmental and social practices across the manufacturing and sale of roofing and waterproofing products.

Our Approach to Tackling Modern Slavery

Combating modern slavery and human trafficking is a reality all organisations face. Ultimate oversight and responsibility for the steps IKO PLC is taking and its approach to tackling Modern Slavery, as well as the publishing of this statement sits with the IKO Board.

Since 2015, our Purchasing Department have led our risk assessment and control framework. This includes external training, internal training programmes and increased organisational awareness through the Learning and Development team.

Our risk assessment and due diligence processes are reviewed and enhanced continually to reflect emerging risks and global developments.

Policies Supporting Our Commitment

We promote a workplace culture of openness, accountability and ethical practice. All employees receive the Staff Handbook, which includes key policies relevant to modern slavery, such as:

- Anti-Bribery Policy
- Dignity at Work
- Discipline Policy
- Grievance Policy
- Ethical Policy
- Flexible Working Policy
- Whistleblowing Policy
- Recruitment and Selection Policy
- Maternity & Paternity Policies
- Modern Slavery Policy

We are firmly opposed to any form of slavery or human trafficking in our direct operations, our indirect operations and across our supply chain. No labour used in the provision of our services is obtained through modern slavery practices.

Employees are free to join and be represented by a trade union. Unite and GMB are currently recognised.

Risk Assessment & Due Diligence

Our annual process to identify and mitigate modern slavery risks includes:

- New Suppliers and Service Providers are assessed based on annual spend.
- New Suppliers and Service Providers where their annual spend exceeds 0.03% of total annual spend are then subjected to formal risk analysis.
- Mapping and Risk Analysis is conducted based on the following:
 - Tier 1, 2 and 3 Supply Chain categories, sectors, and locations.
- Each element of mapping is risk assessed based on advice and findings of internationally recognised organisations such as publications and guides from the 'Walk Free Foundation', Trace International Bribery Risk and the Transparency International Corruption Perception Index. Each Supplier and Service Provider is profiled by highlighting risks from their location, industry sector and potential labour cycles.
- Suppliers either Tier 1 or that we believe may have Tier 2/3 Med/High risk elements within their supply chain will be asked to provide documented evidence of their Supplier Audits that demonstrate that their Supply Chain meets our criteria as being fully conversant with and able to comply with the requirements of the Modern Slavery Act 2015.
- Risk assessed suppliers are required to complete a Supplier Self-Assessment Questionnaire detailing their policies and business practices in relation to adherence with the Modern Slavery Act 2015. They are required to confirm that they fully understand and comply with the requirements of the Modern Slavery Act 2015 within their own operations and that they have taken steps to ensure their own supply chains are free of risk and can supply evidence to support their statement. This was updated for 2019 to make this process specific to Modern Slavery and still includes notification that failure to supply the required data or confirm their adherence to the requirements of the Modern Slavery Act 2015 will prompt their removal from active supplier status.
- Upon receipt of the completed Self-Assessment Questionnaire, IKO Purchasing Teams and Supply Chain Director review the supplied data against initial risk analysis, and the severity of risk is either substantiated

or updated. From this review a full Supplier Audit may be instigated to determine if there is a breach in adherence to the Modern Slavery Act 2015 which would prompt their removal from active supplier status.

- Existing Suppliers previously assessed must complete an annual declaration form to declare that they meet IKO's Modern Slavery requirements and advise IKO of any issues relating to Modern Slavery that they have identified.
 - We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.
 - The company will not support or deal with any business knowingly involved in slavery or human trafficking.
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- Assessing all new suppliers and service providers based on annual spend.
 - Applying formal risk analysis to any supplier exceeding 0.03% of total annual spend.
 - Mapping Tier 1, 2 and 3 supply chains by category, sector and location.
 - Using external guidance (Walk Free Foundation, TRACE International Bribery Risk Matrix, Transparency International Corruption Perceptions Index) to assess risk.
 - Requesting documented supplier audit evidence where potential medium/high-risk elements are identified.
 - Requiring suppliers to complete a comprehensive Modern Slavery Self-Assessment Questionnaire. Non-compliance may result in removal from our active supplier list.
 - Conducting full supplier audits where warranted.
 - Requiring annual declarations from existing suppliers confirming their continued compliance.
 - Operating clear reporting channels and whistleblowing protections.
 - Refusing to work with any organisation knowingly involved in slavery or human trafficking.

Assessing Our Effectiveness

To date, no evidence of modern slavery has been identified within IKO's supply chain. Two medium/high-risk Tier 1 and Tier 2 suppliers were identified during 2023; one has completed previous successful assessments and the other is currently under review.

We remain committed to continuous improvement, ongoing assessments and the development of enhanced measures to monitor and manage supply chain risk.

Training

We provide relevant staff and Directors with training to ensure they understand modern slavery risks and are equipped to identify, report and mitigate potential issues within our business and supply chain.

Summary

The Company Directors and Senior Management Team are committed to ensuring that modern slavery and human trafficking do not occur within our business or supply chain. We will continue to invest in the processes, policies and resources required to uphold this commitment.

A copy of this statement and the Modern Slavery Act 2015 will be available electronically to all employees, and printed copies can be requested from the HR Department.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes IKO PLC's Modern Slavery and Human Trafficking Statement for the current financial year.

Approved by: 
Anthony Carlyle (Group Managing Director)

Date: 17/11/2025