

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to all companies within and associated to V33 (referred to in this statement as ‘The V33 Group’). The information included in the statement refers to the financial year 2023.

B) ORGANISATIONAL STRUCTURE

Founded in 1957, V33 is a French company based in Jura and is one of the leading European companies in the paint and wood products sector. The V33 group has close to 650 employees in France and around 100 employees in 6 subsidiaries outside France. The governance of V33 Group is structured with a Board of Directors.

V33 Group fully adheres to the principles and fundamental rights of the Universal Declaration of Human Rights of the United Nations and the Charter of Fundamental Rights of the European Union and commits to fight against all forms of slavery and trafficking in human beings. As part of its social policy, V33 Group undertakes to promote and act in accordance with the conventions of the international Labour Organization (abolition of child labour Conventions L38 and 182, and elimination of all forms of forced or compulsory labour Conventions 29 and 105).

C) DEFINITIONS

The V33 Group considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The V33 Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The V33 Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The V33 Group prohibits itself from engaging in any business relationship with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the V33 Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The V33 Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in England, France, Belgium, Spain, Portugal, Italy, Poland and Switzerland



E) SUPPLY CHAINS

To fulfil its activities, the V33 Group main supply chains include those related to the supply of paint and woodcare products across Europe. We understand that the V33 Group first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

F) POTENTIAL EXPOSURE

The V33 Group considers that its main exposure to the risk of modern slavery and human trafficking lies in the procurement of raw materials associated to the make-up of its products and in the transportation of its finished goods.

In general, the V33 Group considers its exposure to modern slavery/human trafficking to be relatively limited. Nonetheless, the V33 Group has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) ACTION STEPS

The V33 Group carries out due diligence processes in relation to ensuring modern slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The V33 Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the V33 Group has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery.
- measures in place to identify and assess the potential risks in its supply chains.
- undertaking impact assessments of its services upon potential instances of modern slavery.
- creating action plans to address risk to modern slavery.

H) KEY PERFORMANCE INDICATORS

The V33 Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the V33 Group or its supply chains.

- % of turn over done with suppliers who signed the V33 ethics chart (target: 80% of turn over done with suppliers who signed the ethics chart)

I) POLICIES

The V33 Group has the following policies which further define its stance on modern slavery: our code of ethics policy, anti-bullying and harassment, corporate responsibility policy.

J) TRAINING

The V33 Group provides the following training to staff to effectively implement its stance on modern slavery through our induction program and ethics training.

K) SLAVERY COMPLIANCE OFFICER

The V33 Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the V33 Group's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval... *October 17th, 2023*

Signed.....
Marie de Grive, CEO

Date... *October 17th 2023*