

Modern Slavery Act 2015: Renold's slavery and human trafficking statement

Introduction

The Renold group of companies (**Renold**) is committed to ensuring that our business and business partners do not undertake any activity which contravenes the UK Modern Slavery Act 2015 (**Act**). This will be achieved by ensuring that our practices to combat slavery and human trafficking are robust.

Renold is a leading global manufacturer and supplier of industrial chains, gearboxes and couplings. Renold plc is the ultimate parent company in the group and has its head office in the UK. Renold has over 2,000 employees worldwide, operates in 18 countries and has a global annual sales revenue of over £200m.

Our Values reflect our commitment to acting ethically and with integrity in all our business relationships. This includes a commitment to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. More information about Renold's Values can be found on our website at <http://www.renold.com/company/corporate-social-responsibility/our-values/>.

Anti-Slavery and Human Trafficking Policy

The Act requires Renold to disclose the steps it has taken to ensure that slavery and human trafficking are not taking place in the business or the supply chain relating to goods.

Renold is committed to a zero tolerance policy to slavery and human trafficking throughout the business. To ensure all those in our supply chain and contractors comply with our Values, since the coming into force of the Act, Renold has commenced a project to put in place a supply chain compliance programme.

This consists of the implementation of an Anti-Slavery and Human Trafficking Policy (Policy) both within the business and which is also being issued to our suppliers. The policy sets out basic principles of conduct for our employees and for suppliers doing business with Renold including a requirement for suppliers (both themselves and through their own supply chain) to comply with all laws relating to slavery and human trafficking.

Due diligence processes

We have implemented a process which involves an annual review of our supply chain which focuses on the largest suppliers and those in high risk areas (as identified by the Transparency International Index). This programme involves:

- Identify and assess potential related risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- Monitor potential risk areas in our supply chains.

Renold endeavours to ensure that all supplier contracts and contracts with distributors of Renold products contain contractual clauses which acknowledge compliance with the Act.

The supply chain compliance programme is subject to audit by Renold's compliance structure.

The Policy and the due diligence processes are the subject of training

Whistle blowing policy and hotline

Renold has in place a confidential and independent whistle blowing phone line which is available to all employees, suppliers or other third parties. The availability of the hotline is widely publicised throughout the Group.

Should any concerns be held in relation to unethical behaviour, they can be raised in confidence via this phone line and will be subject to immediate investigation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Renold's slavery and human trafficking statement for the financial year ending 31 March 2019.

This statement was adopted by the Board of Directors of Renold plc on 7 June 2019

**Signed on behalf of the Board by
Robert Purcell, Chief Executive Officer and Director of Renold plc**

Handwritten signature of Robert Purcell in black ink, consisting of the letters 'R' and 'P' followed by a horizontal line.
