

## **GOJO INDUSTRIES – EUROPE, LTD.**

### **Statement on The Modern Slavery Act of 2015**

January 1, 2019

GOJO Industries – Europe, Ltd. (GOJO UK) is a corporation registered in the United Kingdom. GOJO UK is owned by GOJO Industries, Inc. (GOJO). GOJO is a corporation registered in the State of Ohio and is headquartered in Akron, Ohio, U.S.A.

GOJO manufactures hand hygiene, other skin care and surface disinfecting products. The products are sold under brands such as GOJO® and PURELL® brand. GOJO products are manufactured in the United States for resale by GOJO UK in Europe.

GOJO also owns Laboratories Prodene Klint SAS (LPK). LPK also manufactures hand hygiene and other skin care products. LPK is based in France. LPK products are manufactured in France, in three facilities (two in the Paris area and one in southern France) for resale by GOJO UK in Europe.

#### **Policy**

GOJO UK is a strong supporter of human rights globally in its workplace and in its supply chains. GOJO UK does not condone slavery or human trafficking of any kind. It is committed to reducing the risk in its supply chain.

#### **Supply Chains**

GOJO UK obtains products from both GOJO and LPK. GOJO UK has two (2) distinct supply chains.

#### **Due Diligence and Managing Risk**

GOJO requires all suppliers to sign a Code of Conduct Letter that stipulates that all suppliers must comply with local and international human rights laws.

LPK will require all its suppliers to sign a similar Code of Conduct Letter. LPK believes this step will be completed in 2019.

#### **Performance Indicators and Effectiveness**

GOJO US conducts assessments of suppliers' sites to ensure compliance with human rights laws. GOJO requires a Supplier Commercial Assessment be updated every two years to ensure suppliers continue to comply with human rights laws.

LPK conducts regular audits of its suppliers to ensure its suppliers comply with human rights laws. The frequency of audits varies with individual suppliers' geographic proximity.

## **Training**

All GOJO US Global Sourcing employees are required to complete training which includes the Code of Conduct and Supplier Commercial Assessment. The documentation for these is included in the GOJO Global Sourcing Procedure Guide.

GOJO UK – All GOJO UK sourcing employees are required to be familiar with The Modern Slavery Act of 2015 and to read and understand the following UK government publication:  
<https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page>

LPK – LPK will train all of its supply chain team involved in purchasing and sub-contracting in alignment with the GOJO Global Sourcing Procedure Guide by the end of 2Q 2019. Annual refresher training will be held following the latest update on this guidance.

This statement has been approved by the GOJO Industries – Europe, Ltd. Board of Directors.



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Scott Levin  
Managing Director  
GOJO Industries – Europe, Ltd.