



## **INVISTA Textiles (U.K.) Limited**

### **SLAVERY AND HUMAN TRAFFICKING STATEMENT**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023. It sets out the steps that we have undertaken - and are continuing to take - to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

### **OUR COMPANY**

INVISTA is part of the Koch group of companies. We are a global manufacturer of chemical intermediates, polymers and fibers. From parts for the automotive industry to medical equipment, air bags, food packaging and clothing, our ingredients in the nylon 6,6 and polypropylene value chains help bring many of life's essential products to market. INVISTA's global organizations, no matter where we do business, are committed to conducting all business lawfully—with stewardship and integrity. This commitment extends throughout our business and supply chain and includes, among other things, an expectation that our suppliers do not use modern slavery, in any of its forms, including human trafficking, to produce the products & services they provide to INVISTA. Our supply chains who demonstrate our shared commitment are a key part of our continued success. INVISTA's compliance and ethics expectations are set out in our Code of Conduct. INVISTA manufactures most of its products directly, at facilities owned by INVISTA. Due to the high level of sophistication that is required to produce the goods and services that INVISTA purchases to make our products, there is a low probability that human trafficking and slavery would be utilized.

### **DUE DILIGENCE**

At INVISTA, we continue to improve our due diligence measures to ensure we are engaging partners who are committed to doing business the right way and have not participated in unlawful conduct, including modern slavery & human trafficking.

### **OUR VALUES AND THE KOCH STEWARDSHIP FRAMEWORK**

As part of the Koch group of companies, our management framework, Principle Based Management™, is based on proven principles of human progress and a deep appreciation for the dignity of every individual. Our focus on individuals and bottom-up solutions rather than top-down imperatives is evident in our Stewardship Framework and drives our approach to Environmental, Social and Corporate Governance (ESG).

#### **From our Stewardship Framework:**

*“At Koch, stewardship encompasses the responsible management of our actions and the resources entrusted to our care in a manner that respects the rights of others. By “rights,” we mean everyone’s right to their own life and property, and equal treatment under the law.”*

Our commitment to and expectations for ensuring that our business and supply chain is maintained in a lawful and socially responsible way includes, among others, that neither human trafficking nor slavery/forced labor is taking place in any component of our business. These expectations are set out in Our Company Values requiring all employees at every level to:

- Have the courage to always act with integrity;
- Act with proper regard for the rights of others; and
- Treat everyone with honesty, dignity, respect and sensitivity.

The expectation to adhere to Our Values not only applies internally but extends to our external supply chains as well.

## **CODE OF CONDUCT - OUR POLICIES REGARDING MODERN SLAVERY & HUMAN TRAFFICKING**

With specific regard to the need to combat human trafficking and modern slavery in all forms, Chapter 2 of our Code of Conduct concerns "Respect for Others" and states:

### **Commitment to Lawful Employment Practices**

Our companies strive to make people's lives better through the products we make, support for the communities in which we live and work, maintaining quality work environments, and sourcing responsibly. We are committed to adhering to applicable employment and labor laws everywhere we operate. This includes observing those laws that pertain to child labor, forced labor, human trafficking, wages and work hours and freedom of association. In addition to other expectations contained in this Code, our commitment to social responsibility specifically includes the following:

#### **Child Labor**

The company will not employ underage individuals as defined by applicable child labor laws. Employees will not be permitted to work in a position where they are younger than the minimum legal age for employment in that job.

#### **Forced Labor**

The company does not support the use of forced labor or involuntary prison labor. Recruiting and selection activities are conducted in compliance with applicable law and any applicable collective bargaining obligations.

#### **Wages and Work Hours**

The company is committed to meeting all minimum wage obligations and collective bargaining agreements regarding maximum hours, minimum wage, overtime work and the payment of overtime compensation.

#### **The company:**

- Recognizes an employee's right to breaks and meal periods required by applicable law or collective bargaining agreement and the company will pay for those breaks wherever required by law.
- Will provide to employees all periods of leave to which they are entitled under applicable law.
- Will provide employees with all benefits to which they are entitled under applicable law.

## **EMPLOYEE TRAINING & GUIDANCE**

Although INVISTA does not have a comprehensive, mandatory training program focusing on forced and child labour, employees receive training on the employee Code of Conduct, which address and supports a supply chain free of any type of forced or child labour, as well as avenues available for reporting concerns. The training is periodically provided through a varied methodology. Additionally, INVISTA provides training to our employees who are responsible for the oversight of higher risk third parties under our Third Party Oversight framework, which aims to identify and mitigate a range of compliance and other business risks, including forced and child labor, that could arise as a result of our engagement with third parties.

Furthermore, every employee has the responsibility to:

- Always act in accordance with applicable laws, this Code, Our Values and other company standards, policies, procedures, practices, guidelines and work rules.
- Avoid any activity that might have the appearance of being illegal or unethical.
- Seek a full understanding of compliance requirements, risks and key controls that apply to their role. No one is expected to know every policy or standard word for word, but each employee should understand the policies and standards that apply to their role.

- Raise questions and seek assistance from the many resources that are available to them. Promptly report potential or actual violations of a law, company policy or standard, or any request to violate a law, company policy or standard.
- Promptly report any issue that they believe has not been appropriately resolved, even if it means raising it with another available resource.
- Cooperate completely and honestly with company investigations.

As a further reminder of the importance of compliance with the Modern Slavery Act, in approving this statement the members of the Governing Board were provided with a Memorandum specifically reminding them of the key aspects of the Act and its objectives. We fully recognise the UK Government's objective of ensuring that the risks of Modern Slavery are understood and recognised at the Governing Board level.

### **OUR SUPPLY CHAINS & ADHERENCE TO OUR VALUES**

We expect all those in our supply chain to comply with our values, therefore non-compliance with applicable laws, regulations, and our standards regarding forced & child labour will result in corrective action up to and including termination, depending on the circumstances. Forced labour in any form has an exceptionally low probability of being utilized in INVISTA's supply chain, thus creating a minimal risk profile of forced labour or child labour.

### **POTENTIAL RISK**

INVISTA maintains a supplier vetting program to avoid dealings with businesses who do not align with our values – suppliers must be in alignment with our internal policies; including but not limited to, preventing transactions with suppliers that are in violation of jurisdictional laws. INVISTA assesses and selects its suppliers with care. In addition to the expectations outlined in our Code of Conduct for lawful and respectful business practices, our Third Party Oversight framework sets forth the expectations we have for those third parties who do or seek to do business with INVISTA, including our expectation that suppliers respect human rights, prohibit all forms of forced or compulsory labour, and ensure that neither child labour nor any form of modern slavery is used in any operations. If non-conformance with our standards and guidelines were to arise, depending on the circumstances, we would either require that supplier to establish corrective action and report on the implementation of such plans, or we would terminate the relationship. Review of such non-conformance must be viewed on case-by-case analysis given the surrounding information. For the past reporting period, there have been no instances known to INVISTA of forced or child labour in our direct supply chains.

### **PUBLICATION**

A copy of this statement may be viewed at INVISTA's website <https://www.invista.com/UKMSA>

### **APPROVAL**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023. It is approved by the Governing Board and signed by a director.