



Modern Slavery and Human Trafficking Statement for Financial Year Ending 31 December 2017

INTRODUCTION

Diversey's vision is to create a healthy and safe world where people are free to live their lives. It is a vision rooted in our mission to protect and care for people every day by pioneering future focused cleaning and hygiene technologies. It inspires us to continuously strive to develop purposeful innovations that not only fulfil our customers' needs, but that also improve health by keeping hospitals, hotels, office buildings and other shared environments safe and clean. Today, Diversey touches the lives of 800 million workers directly or indirectly. Diversey provides fully integrated solutions that combine chemicals, dispensing equipment, cleaning machines, services and digital analytics across two distinct product categories: Professional and Food & Beverage.

The very nature of our business requires a global culture of responsibility, and we are committed to acting ethically and with integrity and transparency in all business dealings; and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. This statement sets forth our commitment to combat unethical practices in supply chains, as well as comply with requirements of the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act ("the Acts").

OUR BUSINESS, STRUCTURE AND SUPPLY CHAIN

We are a global leader in hygiene and cleaning chemicals, equipment and services. We serve an array of markets including food and beverage processing, food service, retail, healthcare and industrial and commercial applications through our portfolio of widely recognized brands, including Diversey® cleaning and hygiene solution.

We have approximately 9,000 employees and operate through our subsidiaries and have a presence in the United States and 59 other countries, enabling us to distribute our products to our customers globally.

Our supply chains include the sourcing of raw materials, packaging components, contract manufactured goods, equipment and other direct materials related to the provision and manufacturing of goods. Our principal raw materials are caustic soda, solvents, waxes, phosphates, surfactants, polymers and resins, chelates and fragrances.

OUR POLICIES

We have put in place a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Global Anti-Slavery and Human Trafficking Policy. This policy sets forth our stance on modern slavery and how employees can identify any instances of these practices and where they can report potential non-compliance.

2. **Code of Conduct.** This provides the foundational standards of conduct for all aspects of our business, and is applicable to all our employees and operations globally. It includes provisions related to, among other things, ethical standards, compliance with laws, safe working conditions, and whistleblowing so which encourages employees to raise concerns about issues they are observing or experiencing in the workplace or within our business functions without fear of reprisal.
3. **Supplier Code of Conduct.** This code explains our commitment to ethical workplace practices and sets forth the ethical and legal standards we expect suppliers will adhere to. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act in accordance with all laws and international and organizational standards governing slavery or forced labor (e.g., International Labour Organization). Additionally, supplier violations of this code may lead to the termination of the business relationship.

DUE DILIGENCE & VERIFICATION OF SUPPLY CHAIN RISK

We expect all suppliers within our supply chain to comply with our values and standards set out in our company [Code of Conduct](#) and Supplier Code of Conduct. As part of our evaluation process, we may conduct due diligence when considering engaging new suppliers, and regularly review our existing suppliers by:

- Performing internal supplier audits or assessments through our own staff or a third-party, which may have a greater degree of focus on slavery and human trafficking where these types of risks are identified; and
- Demanding corrective measures In the event the company becomes aware of any actions or conditions not in compliance with our Supplier Code of Conduct. We also may terminate an agreement with any supplier who does not comply with our Supplier Code of Conduct or the contractual provisions governing compliance with laws and the provisions set forth in our Code of Conduct.

TRAINING

Our company has a robust global compliance training program in place comprised of mandatory training for employees related to code of conduct and ethical business practices using our e-learning tool. We plan to offer training to employees globally that is specifically related to awareness of modern slavery and trafficking in business.

PERFORMANCE INDICATORS & AUDITS

We are taking the following steps to measure and maintain internal accountability standards and procedures for suppliers who fail to meet company standards regarding slavery and trafficking and to ensure that slavery and human trafficking are not taking place within our business or supply chain:

- Our Supplier Code of Conduct was issued to suppliers in 2016.
- We may verify our suppliers' compliance with our Supplier Code of Conduct by conducting unannounced supplier audits or internal assessments.

- We require Suppliers agree to comply with all laws, our Code of Conduct and Supplier Code of Conduct, as applicable, by way of contractual provisions in our supplier agreements and purchase orders.

APPROVAL OF THIS STATEMENT

This statement is made pursuant to the relevant legal requirements of the United States (including the individual states therein) and the United Kingdom.

Lex Tiedemann
Chief Supply Chain Officer