



Modern Slavery Statement of Stema Shipping (UK) Ltd

Modern Slavery Act 2015

15 May 2019

This is the modern slavery and human trafficking statement of Stema Shipping (UK) Ltd, being Mibau Holding and all its subsidiaries and UK group companies. This statement is made pursuant to s.54(1) of the UK Modern Slavery Act 2015 (the "Act") and has been adopted by all companies in the Mibau Group as their respective slavery and human trafficking statement for the financial year ending 31 December 2018. For the UK this cover Stema Shipping (UK) Ltd only as its UK registered office in accordance with the Act.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. Stema Shipping (UK) Ltd is committed to combatting all such forms of modern slavery. This statement will be reviewed, updated and published annually and the statement will therefore be reviewed and updated at the end of this financial year.

Stema Shipping (UK) Ltd import aggregates (crushed rock, sand and gravel) to the UK for onward sales and distribution. Stema Shipping (UK) Ltd is a part of the global HeidelbergCement Group of companies, which has leading positions in aggregates, cement and concrete.

The vast majority of Stema Shipping (UK) Ltd's suppliers (and supply chain) are European based. As such, products and materials are largely sourced only from the European Countries, mainly Norway and Denmark. Stema Shipping (UK) Ltd's supply chain also draws on certain supplies to the wider HeidelbergCement group. Owing to these global suppliers, Stema Shipping (UK) Ltd recognises that some countries in its supply chain may present an increased risk of modern slavery.

As a result of any risks faced by supplies sourced from within the European Community, as well as in the context of the risks arising from other countries, Stema Shipping (UK) Ltd has in place various policies, procedures and processes to address modern slavery risks in its supply chain. These are described in this Statement.

Policies and procedures in respect of modern slavery

Stema Shipping (UK) Ltd companies operate under a HeidelbergCement group compliance framework which commits the companies to the core labour standards of the International Labour Association (the "ILO"), the OECD guidelines for multinational enterprises and the UN's Universal Declaration of Human Rights. These principles have also been incorporated into the leadership principles.

Stema Shipping (UK) Ltd follows a Code of Business Conduct. This commits Stema Shipping (UK) Ltd to conduct business strictly in accordance with all applicable laws and regulations. Stema Shipping (UK) Ltd is committed to fair employment practices and to follow all applicable labour and employment laws.

Stema Shipping (UK) Ltd's standard contractual terms of purchase require suppliers, and relevant third parties, to comply with a specific Supplier Code of Conduct. This Supplier Code of Conduct seeks compliance with international social accountability standard SA 8000 and the principles of the International Labour Organisation.



Key expectations from the Supplier Code of Conduct in respect of modern slavery are as follows:

- Suppliers must not use child labour in any stage of manufacturing. Suppliers are requested to operate in accordance with the ILO convention recommendation of minimum age for admission to employment.
- Compensation and benefits must comply with fundamental principles relating to minimum wages, overtime hours and legally mandated benefits.
- Any form of forced or compulsory labour must not be used, and employees shall be free to leave employment after reasonable notice.
- Suppliers are expected to adhere to the right of employees to freedom of association and recognition of employees' rights to collective bargaining, in accordance with local law.
- Workers must have safe and healthy working conditions that meet or exceed applicable standards for occupational health and safety.
- Suppliers must require their own direct suppliers to adhere to the principles of the Supplier Code of Conduct and exercise diligence in verifying that these principles are being adhered to in their supply chains.

Assessing and managing risk

The HeidelbergCement group has been running a risk assessment survey in respect of child labour and human rights violations since 2013.

Stema Shipping (UK) Ltd suppliers are assessed against wide ranging criteria during tender / appraisal processes. This includes assessment against the Code of Conduct and the Supplier Code of Conduct. Specific diligence is required by the standard appraisal procedure in respect of health and safety and corporate social responsibility, including diligence in respect of working conditions, employee pay, employee age restrictions and independent employee grievance procedures. The procedure dictates that each supplier has to be approved by the Purchasing Director according to such criteria.

The procedures of Stema Shipping (UK) Ltd are regularly assessed against best practice. Part of this assessment is a review of the extent to which modern slavery can be identified and eliminated from its business and supply chain. Stema Shipping (UK) Ltd is also currently implementing specific anti-slavery training and awareness as an enhancement to its current protocols.

A full assessment of the suppliers used by Stema Shipping (UK) has been conducted and we could not find any instances that gave any cause for concern.

A blue ink handwritten signature, appearing to read 'Martin Johansen', written over a blue scribbled background.

Martin Johansen
Managing Director
Stema Shipping UK Ltd

Thurrock 15th of May 2019