



Prayon's **commitment** to combatting **slavery** and **human trafficking**

The Prayon Group is a global leader in phosphate chemicals. It has an international presence, with four production sites (Engis and Puurs in Belgium, Les Roches de Condrieu in France and Augusta in the United States) as well as sales outlets around the world.

With more than over a century of industrial experience, the company manufactures a wide range of phosphate and fluorine products and zeolite, used in food applications, industrial applications, fertilizers and other applications such as pharmaceuticals.

Modern slavery is a crime and a flagrant violation of human rights. Though it takes many forms, it always involves one person depriving another of their freedom in order to exploit them for personal or commercial gain. Prayon is committed to combatting slavery and human trafficking. Being a responsible company, we want our customers to be confident that we treat our employees fairly and respect their human rights.

In line with its values, Prayon promotes:

- A culture of open dialogue with all of our company's stakeholders.
- Merit and diversity by recruiting people who want to grow within the company and take the company forward. We strive to ensure that all of our staff have the chance to improve their performance and personal competencies, irrespective of their age, gender, nationality or culture.
- Respect for every individual as a member or partner of the company.

Prayon is committed to doing business with honesty and integrity based on its employee code of conduct.

The Prayon Group recognises that it operates within a global supply chain. We expect all our suppliers, wherever they are based, to adopt the same shared values of trust, integrity and mutual respect. We ask that they comply with Prayon's Code of Conduct for Suppliers. If we become aware of a violation of our ethical values within our supply chain that cannot be reasonably resolved, we undertake to terminate our business relationship with the offending supplier. Prayon undertakes never to allow economic aspects to take precedence over respect for its ethical values.

For Prayon, compliance with this commitment and with all legislation, standards, agreements, conventions and contracts with our partners, suppliers and customers is an obligation and the means it has chosen to secure its long-term future.

This commitment, which is endorsed by Prayon's Executive Committee, has been drawn up pursuant to section 54(1) of the UK's Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement.

The Executive Committee,