



MODERN SLAVERY STATEMENT 2018

'Modern Slavery' encapsulates slavery, servitude, forced or compulsory labour, and human trafficking.

“Wienerberger has been a strong advocate for ethical labour practices for over two decades, however the addition of the Transparency in Supply Chains Provisions to the UK Modern Slavery Act 2015 has provided fresh impetus to review our due diligence procedures and identify further opportunities for action.”

Keith Barker, Managing Director of Wienerberger Ltd.

About Wienerberger Ltd.

Wienerberger Ltd is a leading provider of wall, roof and landscaping innovations. In the UK there are 14 production sites; six distribution depots; four showrooms and the head office situated in Cheadle, Cheshire.

Wienerberger Ltd is part of the Wienerberger Group which, since it was founded in Vienna in 1819, has become the world's largest producer of bricks and Europe's largest clay roof tile producer. In 2018 Wienerberger generated revenues of € 3.3 billion and operating EBITDA of € 469.3 million.

Our supply chain

Wienerberger Ltd. utilises a global supply chain of goods and services to produce bricks, clay roof tiles, concrete roof tiles and clay pavers. We source the majority of our raw materials (such as clay, sands and additives) from within the UK, either from our own quarries or through our strategic partners. Within the framework of our business relations we ensure that we clearly communicate our various policies, processes and procedures with our global supply network addressing modern slavery, sustainability and ecological and social standards.

The vast majority of staff working at Wienerberger Ltd. are direct employees with a small percentage of temporary staff employed through local agencies.

Building on a history of zero tolerance

Wienerberger Ltd., as part of the Wienerberger Group, has ascribed to labour practices since 2001 with the publication of our [Social Charter](#), a public commitment to comply with the recommendations of the International Labour Organization (ILO) and to adhere to the principles of the EU Fundamental Rights Charter.

In 2003 the Group acceded to the UN Global Compact, which consists of 10 ethical business principles including action on human rights, labour standards, environmental protection and preventing corruption. In the context of this Modern Slavery Statement, our commitment to Principle 4: the elimination of all forms of forced and compulsory labour is particularly relevant. The Wienerberger Group publishes a [Communication on Progress](#) against the 10 Principles of the UN Global Compact annually.

“When we signed the UN Global Compact in 2003, we officially acknowledged our responsibility as a corporate citizen. We actively promote business ethics and see to it that the ten guiding principles of the UN Global Compact are consistently implemented throughout the Wienerberger Group. To date, our commitment to “good corporate citizenship” throughout the Wienerberger Group has won us wide public recognition.”

Heimo Scheuch, CEO of Wienerberger AG.

In the UK, Wienerberger Ltd.'s operations have been independently assessed against the Responsible Sourcing Standard BES 6001 since 2009. The standard promotes best practice in supply chain management, with auditors mapping our progress against criteria such as raw material traceability, community engagement and ethical labour. We are pleased to report that in 2018 all of Wienerberger Ltd.'s products manufactured in the UK achieved an 'Excellent' rating under BES 6001. This is the highest grade of certification available and reflects our commitment to delivering environmental and social value through our own operations and supply chain partnerships. Wienerberger Ltd. also encourages its raw material suppliers to pursue BES 6001 certification to amplify ethical conduct in the supply chain.

Slavery and human trafficking policies

Wienerberger Ltd.'s [Modern Slavery Policy](#) sets out the company's approach to combating modern slavery and describes the procedure for reporting a suspected breach of policy. Wienerberger Ltd.'s whistle-blowing hotline is managed by an independent third-party so that concerns can be raised in complete anonymity.

Wienerberger Ltd.'s Modern Slavery Policy complements our [Responsible Sourcing Policy](#) which holistically addresses the environmental and social aspects of our operations.

Wienerberger Ltd.'s policies apply to all individuals working for or on behalf of Wienerberger Ltd. in any form, including agency workers and contractors.

Methods to identify, assess and manage risk

Wienerberger Ltd.'s standard Supply Agreement contains a clause specifically addressing modern slavery offenses. The clause outlines the expectation that no supplier shall knowingly engage or support activities constituting modern slavery and reserves the right for Wienerberger Ltd. to terminate a contract if a supplier does not implement corrective actions following discovery of modern slavery within their company or supply chain.

Wienerberger Ltd. will undertake all reasonable and practical steps to ensure that our standards are being implemented throughout our supply chain. Any instances of non-compliance will be assessed on a case by case basis and we will tailor remedial actions appropriately. Wienerberger Ltd. will only trade with those that fully comply with our policy or those who are taking verifiable steps towards compliance.

When Wienerberger Ltd. welcomes new employees to the business, be it permanent or temporary staff, we verify every individual's right to work in the United Kingdom, ensure they have the correct skills and qualifications for their role and that they receive a decent wage. In 2018 we strengthened our recruitment due diligence procedure by conducting basic Disclosure and Barring Service (DBS) checks for all managerial-grade roles, to identify unspent convictions relating to unethical practices. We also ensure that our temporary staff, employed through local agencies, receive the same wages as

our permanent staff in comparable roles. To safeguard against wage theft, employee bank details are also being checked for duplicates within our payroll system.

Employee training

At a minimum Wienerberger Ltd.'s employees should understand how to identify potential victims of modern slavery and how to report suspected cases. Bespoke awareness training has been deployed to the workforce through a combination of tool box talks and team briefings. The training consists of a briefing and a bespoke animated video, both explain how to identify and report suspected cases of modern slavery. Learning is reinforced with posters for canteen notice boards and take-away cards for staff detailing the key learning points and contact information.

Summary of progress

Each year Wienerberger Ltd. reports upon progress using three key performance indicators:

1. Number of whistle-blowing cases raised

In 2018 two individual whistle-blowing cases were raised and investigated. Whilst these cases were not related to instances of modern slavery, it demonstrates that Wienerberger Ltd.'s employees understand the whistle-blowing procedure and feel confident raising concerns.

2. Number of modern slavery cases identified

Zero instances of modern slavery were identified in 2018, however we recognise our modern slavery awareness campaign is still gathering pace. Our confidence in this figure will increase as our training and risk assessments mature.

3. Percentage of employees trained on modern slavery risks and prevention

To date 34% of Wienerberger employees have received the modern slavery awareness training. In the following years Wienerberger Ltd. intends to increase the percentage coverage of awareness training, alongside identifying additional training for staff who are best positioned to identify cases of modern slavery.

"The Wienerberger success story began 200 years ago and we have always felt a responsibility for generations to come. Today we scrutinize those we do business with more critically than ever, challenging our partners to take responsibility as well."

Heimo Scheuch, CEO of Wienerberger AG.

Signed on behalf of the Board of Directors



Keith Barker
Managing Director, Wienerberger Ltd.