



Modern Slavery & Human Trafficking Statement

Bridon International Limited (a legal entity of Bridon-Bekaert The Ropes Group)

Bridon-Bekaert, The Ropes Group (“BBRG”) welcomes the UK’s Modern Slavery Act 2015 (the “Act”) and the duty that it places on businesses to disclose publicly the steps that they are taking to tackle forced labour and human trafficking. BBRG is proud of the values it already applies to its global manufacturing operations, which includes at its heart, conducting business to the highest ethical standards with good social conscience. Nevertheless, we are not complacent and remain committed to continually improving our practices to help in combating global slavery and human trafficking.

Our Business

BBRG is a world leader in the manufacture and supply of steel and synthetic ropes and advanced service solutions, supplying into some of the most demanding and safety-critical industries and environments such as oil & gas, elevator, underground mining & infrastructure. Our global footprint, with 16 manufacturing locations around the world and over 2,500 employees, provides us with a strong position in the US, Europe, Latin America and Australia, and we have huge growth opportunities across Asia. In the UK, BBRG employs over 550 employees and registered a turnover of a little below €100m in 2020.

BBRG is one of four divisions of Bekaert NV, a world market and technology leader in steel wire transformation and coating technologies. Bekaert pursue to be the preferred supplier for steel wire products and solutions by continuously delivering superior value to customers worldwide. Bekaert (Euronext Brussels: BEKB) is a global company with more than 27 000 employees worldwide, headquarters in Belgium and € 4.4 billion in combined revenue.

The Bekaert philosophy is ‘better together’, which sums up the unique cooperation between the Company and all it’s business partners worldwide and forms the fundamentals of successful and sustainable partnerships wherever we do business.

No evidence of modern slavery or forced labour was found in our supply chains or operations during 2020.

Our UK Supply Chain

Our UK supply chain operates across a variety of industries and jurisdictions all over the world, and we trade with a little over 650 suppliers. Since our first modern slavery statement of 2015, we have streamlined our supply chain and built stronger and more strategic relationships with key suppliers which in turn has reduced complexity and lessened business risk.

We have continued to carry out due diligence on existing and potential suppliers, which includes asking them to provide evidence that they operate ethically and responsibly in line with our Supplier Code of Conduct, which not only requires them to comply with laws and collective agreements in their respective countries it also requires them to support the values set out in the UN Declaration of Human Rights. So far, we are well on track to achieve our target response rate for existing suppliers to confirm their compliance. New suppliers are also required to comply with Supplier Code.

We will continue to build on our Supplier Code of Conduct and its assessment program, e.g. by adding & evaluating additional risk indicators.

Within our Code of Conduct, we reiterate that we will not tolerate or condone abuse of human rights within any part of our business or supply chains and will take seriously any allegations that human rights are not properly respected.

Our Approach

Our mission is to create superior value for all our stakeholders around the world, which is enabled not only by the creation of innovative products and services but also by the investment in people, knowledge and customers. In an ever more demanding environment, our global corporate responsibility is supported by our shared values, which has 'integrity' and 'trust' as the foundation.

The last 18 months have been marked by challenge and change, and as a result we have adapted our plans and implemented new ways of working in light of COVID19 as well as identifying areas of potential risk to continue to safeguard the fundamental rights and freedoms of those who work for us and with us.

Not only is Modern Slavery a crime it is a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

BBRG is committed to acting ethically and with integrity in all of our business dealings and relationships and to implementing and enforcing systems and controls to help ensure that modern slavery is not taking place anywhere in its own business or in any of our supply chains.

We have a suite of internal policies that set out our expectations and requirements. The key policy is our Business Code of Conduct, which outlines the expectation of every internal stakeholder in our business, and makes clear the consequences of failure to comply. The Code also sets out the necessary compliance requirements for each individual location across the Company.

Learning & development is a key part of our approach, and we have a suite of mandatory on-line compliance courses which are designed to assist our employees in understanding the principles, objectives and practical implications of our values and of our Code of Conduct. This training is refreshed annually and is monitored by our Corporate Compliance team.

In the UK, our people are subject to various HR processes to ensure they have the right to work and this is managed by an external third party. Where we seek temporary or permanent labour in the UK through the use of external agencies, we ensure they are bound by stringent contractual obligations requiring them to comply with both our Supplier Code and their own obligations under the Modern Slavery Act.

Outside of the UK, we comply with local rules and regulations to ensure that our employees have the right to work in these countries and, where permissible by local laws, apply the same standards as in the UK.

We also ensure that workers are rewarded fairly. This includes paying at least the Living Wage in the UK and upholding equal pay, as well as reducing any gender pay gaps. We monitor and publish our gender pay performance.

Bekaert has also launched a world-wide 'Speak Up' campaign in every division, which encourages any employee who has become aware of any abuse of rights to report this in a secure way to our Corporate Compliance team which are then properly and fully investigated.

This statement is made pursuant to section 54(1) of the Act and constitutes BBRG's slavery and human trafficking statement for the financial year ending 31st December 2020.



Gareth Cook
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Bridon-Bekaert The Ropes Group