

Modern Slavery Act Statement

For the year ending December 31st, 2020

Our Commitment

The CellMark Group understands that currently, across the globe, there are over 40 million people in modern slavery and that this problem is growing. Modern slavery includes human trafficking, forced labor, bonded labor, and child labor. Our company is committed to the protection of human rights and works in support of the United Nations Sustainable Development Goals, which include *Goal 8: decent work and economic growth*. We are guided by our [Code of Conduct](#) and [Guiding Principles](#), in which integrity is the foundation of our relationships, with each other, and with our business partners. One of our guiding principles is that “we care about the future welfare, health and well-being of our people, our business partners, and the communities where we are present.” We do not condone modern slavery or human trafficking.

About the Company

CellMark is a privately owned, independent marketing and supply chain service company providing products, services and solutions to customers and suppliers all over the world. We facilitate trade and business development across multiple industries using our many local offices and professional expertise.

Through a network of 70-plus offices in 30-plus countries, we provide a full suite of services: sourcing, sales and marketing, exclusive representation, finance, logistics, regulatory compliance, business development and custom chemicals manufacturing. We also partner with clients to identify new business opportunities that add value to their processes and products or serve purely as an external sales or sourcing division. Our annual sales are approximately USD 3 billion, with volume of almost 7 million tons annually. Our footprint is in more than 125 markets. CellMark takes pride in contributing to global sustainability efforts and is committed to strengthening educational opportunities in support of the [PaperSeed Foundation](#).

The CellMark Group consists of 800-plus professionals with in-depth product and market knowledge and extensive, long-term relationships in the industries we serve. We regard ourselves as a team of pathfinders, problem solvers, and matchmakers.

Our Supply Chain

CellMark works with suppliers who are leaders in their respective fields. We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references. Further, we expect our suppliers adhere to our Code of Conduct, Anti-Bribery Anti-Corruption Policy, and Sanctions Policy. We are unaware of violations of human trafficking/slavery activities against any of our suppliers, and if we become aware of any such violation, we would act immediately in accordance with the law. If the violation was not corrected, we would cease commercial interactions with the supplier.

Our Policies

CellMark recognizes its responsibility to perform its services and business activities with a high degree of ethics and we have defined common standards for our performance. These standards align with our Guiding Principles and include our responsibilities for the communities and the environment in which we operate, for our employees, business partners and society in general. Our [Guiding Principles](#), along with our [Code of Conduct](#), are available to view on the company's website.

CellMark also has the following policies in place for identifying and preventing slavery and human trafficking in our operations:

Whistleblower Policy: All CellMark employees are encouraged to bring any suspected violation of our policies to the attention of management. There are several methods of notifying management that preserve anonymity, such as informing CellMark's Compliance Manager directly, or utilizing CellMark's third-party Whistleblower platform.

Fair Working Conditions: CellMark complies with national laws and standards regarding fair working conditions, and respects the applicable employment and labor standards in every country we work in.

Environmental Protection: CellMark complies with environmental regulations in the jurisdictions where we operate and are certified as conforming to the requirements of the Forest Stewardship Council, the Program for the Endorsement of Forest Certification, Chain of Custody standards and the National Association of Chemical Distributors.

Risk Assessment

CellMark is a supply chain services company helping to facilitate business operations and most of the services we provide to our clients are office-based, as such our direct potential of being involved with slavery, human trafficking, and child labor carries a very low risk. However, due to the global nature of CellMark's business, we are aware of the potential risk of slavery, human trafficking, and child labor in our supply chain, and we work in partnership with our suppliers to obtain relevant information across our supply chain.

This statement is made pursuant to Section 54 (1) of the UK Modern Slavery Act 2015 and has been approved by the Board of Directors of CellMark.