

## **KOHLER MIRA LIMITED**

### **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDING DECEMBER 2018**

#### **Introduction**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out Kohler Mira's commitment to ensuring that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Kohler Mira has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

#### **Our business**

Kohler Mira is a manufacturer of bathroom solutions in the residential and commercial markets, including the manufacture of showers, shower enclosures, taps and accessories. Kohler Mira Limited is part of Kohler Co., our ultimate parent company, which has its head office in Wisconsin, USA. Kohler Co. employs around 35,000 employees across 48 manufacturing locations worldwide.

#### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We operate a number of other policies and codes of conduct to ensure that we are conducting business in an ethical and transparent manner. These include:

- Anti-bribery
- Supplier Code of Conduct
- Supplier Selection
- Corporate Ethics
- Equality and Diversity

## **Adherence to our values and ethics**

Kohler Mira operates a Supplier Code of Conduct which defines our expectations. We will only do business with suppliers who have certified to us that their business practices are lawful, ethical and in compliance with the principles set forth in this Supplier Code of Conduct. This certification is required every 5 years. We will terminate our business relationship with any supplier who violates our Supplier Code of Conduct.

We have an Ethics helpline to encourage associates to report illegal or unethical behaviour. Any matters raised through the helpline or otherwise in accordance with our Corporate Ethics policy will be thoroughly investigated and appropriate action taken where necessary.

Our Modern Slavery and Human Trafficking policy permits taking disciplinary action including dismissal of associates found to be in breach of this policy.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our associates as and when required. Our associates are also required to complete annual Ethics training.

## **Further information**

Further information in relation to Kohler Mira, Kohler Co. and our suppliers, along with all our ethics related policies which may also be of interest, can be found on our corporate website by clicking [here](#).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2018.



ELIZABETH HAZELDENE

MANAGING DIRECTOR

KOHLER MIRA LTD

Date: 20<sup>th</sup> February 2019