



Modern Slavery Statement 2020



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1. Statement

This statement made in relation to the financial year ending 30th April 2020, is made in pursuant to section 54 (1) of the Modern Slavery Act 2015 and outlines the steps we are taking as an organisation to assess our operations and associated supply chains to identify and mitigate any risk of slavery and human trafficking. The Apollo group remains committed to conducting business in an ethical and responsible way, in line with our own core values, whilst fully supporting the aims of the Modern Slavery Act. We are committed to improving our practices to ensure that our corporate activities and supply chains are free from modern slavery and human trafficking.

2. Introduction

Apollo is the UK's largest privately-owned liquid adhesive, sealant, coating & primer manufacturer. We supply high-performance products worldwide across a range of industrial, construction, roofing and end-user markets. Supply is both direct and via distributors, under the Apollo or private-label brands.

Established 1972 and based in Tamworth, England. Our customers recognise Apollo for our technical expertise, service and eagerness to build mutually beneficial long-term partnerships. Our dedication to both relationship-building and constant innovation allows us to develop our products and services to allow our customers to thrive in a constantly evolving market place.

The Apollo brand structure reflects our ongoing commitment to adding value for our customers across the entire supply chain. Apollo is our parent brand and we have three market-specific brands; Apollo Adhesive Solutions, Apollo Construction Solutions and Apollo Roofing Solutions, which allow us to provide specific products and services, combined with tailored technical, compliance, logistics and sales/marketing support. 'More than adhesives' is our brand promise and communicates this offering.

Our core values of Safety, Care & Trust are the benchmark for how we judge each other, either from within the organisation or externally via our suppliers and customers.

3. Our Business

We are a manufacturer of adhesives, sealants, primers and coatings in the industrial, roofing and construction markets. We are part of the Apollo Chemicals Group Ltd. The company has over 140 employees and operates solely in the United Kingdom, with a group turnover of £32 million.

4. Our Supply Chains

Apollo currently source products directly from manufacturers or via established distribution networks, which are typically based within mainland Europe, with a small percentage of direct purchasing from India and North America. The current product portfolio consists of chemical raw materials and packaging items which are used for the manufacture of our adhesive and coating products. The current number of purchased Stock keeping units is 1010.



Region	Raw Materials	Packaging	Direct purchase	Distribution networks
EUROPE	99.5%	100%	43%	57%
ASIA	0.25%	0%	100%	0%
NORTH AMERICA	0.25%	0%	100%	0%

5. Policies in Relation to Slavery and Human Trafficking

We are committed via our core values of Safety, Care & Trust to ensure that there is no modern slavery or human trafficking in our supply chains or in any other part of our business. Our staff handbook, purchasing policy and supplier evaluation process reflect our commitment to act ethically and with integrity in relation to all of our business transactions, supplier relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Further information on our control policies can be found in sections: 1.1, 1.20, 5.6, 5.7, 5.9 & 5.17 of our staff handbook and in our work instruction SCWI161.

6. Due Diligence

As part of our initiative to identify and mitigate risk within our supply chains we have (or are working towards) systems to identify the following: potential risk areas, the mitigation of risk of slavery and human trafficking , the ongoing monitoring of any risk, ways to protect any whistle blowers and identifying latest known information on all topics.

We have a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values and ethics, we have in place a supplier evaluation process. This process is conducted via the procurement department and consists of a series of questions in relation to the suppliers trading practices, from which they need to evidence in writing and must consist of all of the relevant control measures to ensure that no slavery or human trafficking is being conducted within that environment, or within the extended supply chain.

7. Future Actions

A review of the effectiveness of the steps that we have taken during this next period will be required, to further evaluate and reduce the risks of slavery and human trafficking within our supply chains and business operations. Key Performance Indicators also need to be agreed alongside additional staff awareness training to keep these potential issues at the forefront of our minds whilst conducting business on behalf of the company.



Ian Cornelius
Managing Director
31st October 2020
Signed on behalf of Apollo Chemicals Ltd