

Modern Slavery and Human Trafficking Statement for Financial Year Ending 2022

INTRODUCTION

Diversey's vision is to create a healthy and safe world where people are free to live their lives. It is a vision rooted in our mission to protect and care for people every day by pioneering future focused cleaning and hygiene technologies. It inspires us to continuously strive to develop purposeful innovations that not only fulfil our customers' needs, but that also improve health by keeping hospitals, hotels, office buildings and other shared environments safe and clean. Today, Diversey touches the lives of 800 million workers directly or indirectly. Diversey provides fully integrated solutions that combine chemicals, dispensing equipment, cleaning machines, services and digital analytics across two distinct product categories: Professional and Food & Beverage.

The very nature of our business requires a global culture of responsibility. We are committed to preventing acts of modern slavery and human trafficking from occurring within the business and supply chain, and impose the same high standards on our suppliers.

This statement sets forth our commitment to combat unethical practices in supply chains, as well as comply with requirements of the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act ("the Acts").

STRUCTURE OF THE ORGANISATION

Diversey is a global leader in hygiene and cleaning chemicals, equipment and services. We serve an array of markets including food and beverage processing, food service, retail, healthcare and industrial and commercial applications through our portfolio of widely recognised brands, including Diversey® cleaning and hygiene solutions.

We have approximately 9,000 employees and operate directly and through our subsidiaries and have a presence in the United States and 59 other countries, enabling us to distribute our products to customers globally.

Our supply chains include the sourcing of raw materials, packaging components, contract manufactured goods, equipment and other direct materials related to the provision and manufacturing of goods.

OUR POLICIES

As part of our commitment to combatting modern slavery, we have implemented the following policies:

- **Global Anti-Slavery and Human Trafficking Policy.** This policy sets forth our stance on modern slavery and how employees can identify any instances of these practise and where they can report potential non-compliance.
- **Code of Conduct.** This provides the foundational standards of conduct for all aspects of our business, and is applicable to all our employees and operations globally. It includes provisions related to, among other things, ethical standards, compliance with laws, safe working conditions, and whistleblowing so which encourages employees to raise concerns about issues they are observing or experiencing in the workplace or within our business functions without fear of reprisal.

- **Supplier Code of Conduct.** This code explains our commitment to ethical workplace practices and sets forth the ethical and legal standards we expect suppliers will adhere to. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act in accordance with all laws and international and organisational standards governing slavery or forced labour (e.g., International Labour Organisation). Additionally, supplier violations of this code may lead to the termination of the business relationship.

We also make sure our suppliers are aware of our policies, and adhere to the same high standards.

These policies were developed by a cross-functional group comprising Supply Chain, Procurement and ESG representatives.

DUE DILIGENCE

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we may conduct due diligence when considering engaging new suppliers, and regularly review our existing suppliers by:

- Performing internal supplier audits or assessments through our own staff or a third party, which may have a greater degree of focus on slavery and human trafficking where these types of risks are identified; and
- Demanding corrective measures in the event that the company becomes aware of any actions or conditions not in compliance with our Supplier Code of Conduct. We also may terminate an agreement with any supplier who does not comply with our Supplier Code of Conduct or the contractual provisions governing compliance with laws and the provisions set forth in our Code of Conduct.

Our procedures are designed to:

- Establish and assess areas of potential risk in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Provide adequate protection for whistle-blowers

We ensure that all of our suppliers adhere to our Anti-Slavery and Human Trafficking Policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

TRAINING

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

EFFECTIVENESS AND KPIS

Diversey is working towards using key performance indicators (KPIs) to measure how successfully we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. To date we have ensured:

- Our Supplier Code of Conduct is issued to all suppliers;
- Suppliers comply with Supplier Code of Conduct by conducting unannounced supplier audits or internal assessments.
- Suppliers agree to comply with all laws, our Code of Conduct and Supplier Code of Conduct, as applicable, by way of contractual provisions in our supplier agreements and purchase orders.

APPROVAL OF THIS STATEMENT

This statement is made pursuant to the relevant legal requirements of the United States (including the individual states therein) and the United Kingdom.

This statement was approved by Avin Krishnan on 13th July 2023

Signature:

A handwritten signature in blue ink, appearing to read "Avin Krishnan", is positioned above the printed name.

Avin Krishnan

Diversey Limited

13th July 2023