

**Attachment A: The 2019 Anti-Slavery statement**

Borealis has a zero-tolerance approach to modern slavery and is committed to acting ethically, transparently and with integrity in all of our business dealings. Borealis continuously works to prevent any cases of slavery and human trafficking within Borealis or in any of Borealis' supply chains as required under the UK Modern Slavery Act 2015 and equivalent laws in other countries. Borealis encourages all its employees and business partners to take the necessary steps to prevent, detect and report any suspected or actual case of modern slavery.

**About Borealis**

Borealis is a leading provider of innovative solutions in the fields of polyolefins, base chemicals and fertilizers. With its head office in Vienna, Austria, the company currently has more than 6,900 employees and operates in over 120 countries. Borealis generated EUR 8.1 billion in sales revenue and a net profit of EUR 872 million in 2019. Mubadala, through its holding company, owns 64% of the company, with the remaining 36% belonging to Austria-based OMV, an integrated, international oil and gas company. Borealis provides services and products to customers globally, in collaboration with Borouge, a joint venture with the Abu Dhabi National Oil Company (ADNOC) and with Baystar™, a joint venture with Total and NOVA Chemicals in Texas, USA.  
[www.borealisgroup.com](http://www.borealisgroup.com)

**Policies and Controls**

The Borealis Ethics Policy sets out guiding principles and establishes that all our employees, customers, suppliers, service providers, agents and other business partners are expected to comply with all applicable local and international laws and regulations, including the UK Modern Slavery Act 2015.

Borealis is committed to do business only with suppliers which follow business practices aligned with our values and the Borealis Ethics Policy. All Borealis' suppliers must be made aware of the Borealis' Ethics Policy, including that Borealis will not accept any form of exploitation or modern slavery in our business or any part of our supply chain. Our standard procurement contract templates include a clause obliging the suppliers to conduct the business with Borealis in accordance with the Borealis Ethics Policy.

Within the scope of the talent acquisition process, Borealis ensures that:

- it complies with all legal obligations in the recruitment and on-boarding process with a particular focus on an individual's right to work in the relevant country in which they will be engaged;
- it conducts an appropriate level of due diligence on the prospective employees prior to them joining the firm including a robust selection process and taking up employment references.

**Compliance Due Diligence**

Borealis conducts mandatory risk assessments of all Borealis' business partners before engaging them. In high-risk cases, we require the business partners to provide additional assurances that

they will comply with the Borealis Ethics Policy, including a zero-tolerance approach to modern slavery.

All Borealis' suppliers and all other business partners should also apply the business practices aligned with the Borealis Ethics Policy to the subcontractors and suppliers, which they work with when providing goods and services to Borealis.

All suppliers and other business partners which fail to comply with the principles and values set forth in the Borealis Ethics Policy are expected to implement corrective actions or face the prospect of not being considered by Borealis for future business.

## **Trainings**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all employees of Borealis are requested on an annual basis to complete a mandatory online ethics and compliance training. In addition, where required, the Borealis Compliance and Ethics team provides the ethics and compliance trainings to our employees and business partners.