



Date: 17th March 2025

Gorilla Glue Europe Limited (Gorilla, the Company, us, we) is a limited liability company registered in England, trading under the brands “Gorilla” and “O’Keeffe’s” throughout the UK and Europe.

Our goal at Gorilla is to provide the facilities and culture where everyone is treated fairly and provided with the opportunity to better themselves. Gorilla operates by 5 core values:

- Have fun, be passionate and show it.
- Act with integrity and respect in all relationships.
- Communicate openly and appreciate the efforts of others.
- Embrace knowledge, growth, and change.
- Strive for excellence in what we do every day.

These guiding principles are the foundation of how we operate. Not only do these principles guide our path, but also with whom we work. We openly communicate with our supply chain and work with businesses that will benefit with our partnership. We operate with high integrity; work to continuously improve our products and relationships; and embrace the changes we must go through to make everything happen with our suppliers.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, enslavement, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or by third parties with whom we come into contact. Third parties include our customers, contractors and suppliers.

Supply Chain

We recognise that our suppliers are an extension of us and we all must operate in a manner that benefits both society and Gorilla. We recognise that each supplier must operate within their country’s legal requirements. In addition to those requirements, we require suppliers to adhere to the minimal requirements set forth by our standards. As part of our contracting processes, we include specific prohibitions against the use of forced compulsory or trafficked labour, or anyone held in slavery or enslavement, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards. We retain the right to audit and review all suppliers to ensure that our standards are met; and may choose a third party to perform an assessment at our discretion.

Our Anti-Slavery and Human Trafficking Policy mandates that employees actively prevent, detect, and report any instances of modern slavery. Employees are required to notify their manager if they suspect any issues. If uncertain about specific acts or conditions, employees should seek guidance from their manager or the Managing Director. We support good faith reporting and ensure there are no repercussions for those who report concerns.

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Training on this policy is provided during induction and regularly thereafter. It is the responsibility of all employees to communicate our zero-tolerance approach towards modern slavery to all suppliers, contractors, and business partners from the outset and to reiterate it as necessary.

Risk Assessment and Auditing

Both our UK and US business are members of Sedex, and independent ethical data exchange. Sedex is a global data platform that helps businesses manage and improve sustainability practices within their supply chains, including addressing and mitigating risks related to modern slavery. Our UK office risk management controls are rated "Good", our third-party logistics company are rated "Moderate" and our US business is rated "Advanced".

In 2024, our US business underwent its first independent audit against the Sedex Members Ethical Trade Audit (SMETA), which also included our UK office. SMETA focusses on labour standards, health and safety, environmental performance, and ethics within our operations. The purpose of the SMETA audit is to safeguard workers from unsafe conditions, excessive work hours, discrimination, inadequate pay, and forced labour. The audit did not identify any non-conformances related to modern slavery.

Staff Wellbeing

This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, director, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

We have a clear framework of rules and behaviours which encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures. We check that all staff can demonstrate their eligibility to work in the UK, whether employed on a permanent or temporary basis.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's modern slavery and human trafficking statement for the financial year ending 31st December 2023, signed and approved by Katrin Ritzer, Regional Managing Director, Europe.

Katrin Ritzer
Regional Managing Director, Europe
Gorilla Glue Europe Ltd

Signature: Katrin Ritzer
Katrin Ritzer (Mar 17, 2025 18:16 GMT+1)

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UK Modern Slavery Statement 2025

Final Audit Report

2025-03-17

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