



**Date: 10<sup>th</sup> March 2023**

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 in order 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.

### **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 2022, signed and approved by Deb Kaylor, Managing Director.

*Deb Kaylor*

[Deb Kaylor \(Mar 10, 2023 10:08 GMT\)](#)

Deb Kaylor  
Managing Director  
Gorilla Glue Europe Ltd







# FOR ACTION: 2022 Modern Slavery Statement - Signature Required

Final Audit Report

2023-03-10

Created:	2023-03-10
By:	Stuart Shotton (stuartshotton@gorillaglu.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAx6u7GAJePxCN-nfHn45ss19WECAVJDQ4

## "FOR ACTION: 2022 Modern Slavery Statement - Signature Required" History

-  Document created by Stuart Shotton (stuartshotton@gorillaglu.com)  
2023-03-10 - 8:46:21 AM GMT- IP address: 176.251.101.202
-  Document emailed to debkaylor@gorillaglu.com for signature  
2023-03-10 - 8:47:26 AM GMT
-  Email viewed by debkaylor@gorillaglu.com  
2023-03-10 - 10:08:10 AM GMT- IP address: 104.47.55.254
-  Signer debkaylor@gorillaglu.com entered name at signing as Deb Kaylor  
2023-03-10 - 10:08:44 AM GMT- IP address: 176.251.117.126
-  Document e-signed by Deb Kaylor (debkaylor@gorillaglu.com)  
Signature Date: 2023-03-10 - 10:08:46 AM GMT - Time Source: server- IP address: 176.251.117.126
-  Agreement completed.  
2023-03-10 - 10:08:46 AM GMT