

## **MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT**

H.B. Fuller Company is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Code of Business Conduct, which includes our Fair Treatment for Workers Core Policy, reflects our commitment to acting ethically and with integrity in all our business relationships. Ultimately, as part of this drive and commitment, we will continue to implement effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our business or supply chain.

As part of our initiative to mitigate risk regarding the modern slavery issue, we updated our Conditions of Purchase, through which we do business with our suppliers, to reference our requirements specifically. In addition, we emphasized our requirements within a Supplier Expectations letter, a copy of which is attached. This letter was issued first in May 2016 to current suppliers comprising 80% of our annual spend in each of the regions (The Americas, EIMEA and Asia Pacific) and is included within the Welcome Pack issued to all new suppliers. The letter also forms part of all new supplier contracts, so far as we are able to negotiate this with suppliers.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we have provided training to our staff and will continue to do so in the future. The training is conducted either directly in appropriate team meetings (focusing on the Sourcing group) or via on-line modules where questions are embedded for the participant to answer before being deemed to have passed the module.

We will continue to work with our Sourcing group to identify, assess and monitor potential risk areas in order to mitigate the risk of slavery and human trafficking occurring in our supply chain. We will review our due diligence and ongoing assessment of suppliers.

We are confident that our HBF Path Employee Helpline process is effective in protecting and supporting reporting and whistle blowing by our employees. We will consider expanding access to our Helpline to other individuals in order to enhance potential reporting of noncompliance with our Code of Business Conduct.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes H.B. Fuller Company's slavery and human trafficking statement for the financial year ending December 3, 2018.



**PAULA COONEY**

**VICE PRESIDENT, HUMAN RESOURCES & COMMUNICATIONS**