

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 Core Policy, reflects our commitment to acting ethically and with integrity in all our business relationships. As part of this commitment, we continue to review and aim to implement effective systems and controls.

We recently updated our Conditions of Purchase, through which we do business with our suppliers, to make clearer our position on modern slavery and human trafficking and other ethical/compliance requirements. We further emphasize this stance within a Supplier Expectations letter, also recently updated, which specifically forms part of all new supplier contracts so far as we are able to negotiate this with suppliers. To promote and to allow suppliers easier access to these expectations, this year we also rolled out a new 'Supplier page' on our publicly available website: <https://www.hbfuller.com/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 employees and will continue to do so in the future. Next year we hope to refresh and refine our training to ensure that it is most effective. To this end, we will work further with our Sourcing group to identify, assess and monitor potential risk areas across our supply chain. We will review our due diligence and ongoing assessment of suppliers.

Our HBF Path Employee Helpline process is a channel through which we aim to protect and support reporting and whistle blowing by our employees. We might consider expanding access to our Helpline to other individuals in order to enhance potential reporting of noncompliance with our Code of Business Conduct.

Our goal for next year is to deliver improvements on our ongoing assessment of risk areas in our supply chain, and to ensure that the H.B. Fuller wider group around the world, including more recently acquired businesses, is consistent in its approach. Our work with the Sourcing group will be a key part of this drive towards delivering improvements.

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, 2020.



NATHAN WEAVER

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