

## **MODERN SLAVERY STATEMENT**

This statement has been published in accordance with section 54 (1) of the Modern Slavery Act 2015 and shows our commitment to prevent slavery and human trafficking within our own business and our supply chain for the financial year ending 31<sup>st</sup> December 2019.

### **Our business**

Manufacturing packaging for over 160 years, we are the UK's largest producer and supplier of Paper Bags and Packaging for Retail and Industrial markets. We employ over 300 people and we are working with our managers to ensure they have a robust understanding of modern slavery and believe the impact on our workforce is low and we will continue working to ensure it stays that way.

### **Our Commitment**

Building on the statement made in 2018 we will demonstrate that we are well under way for reviewing all HR policies and procedures, which included producing a new staff handbook where we incorporated our statement on child and forced labour.

We are continually reviewing our recruitment process to ensure that we are improving our eligibility checks for employees to be compliant with relevant legislation. We conduct a robust induction process where we issue the Stronger2gether information in a variety of languages and we remain committed to our zero-tolerance policy towards modern slavery and we are committed to regularly reviewing and continuously developing our approach.

We have reviewed our Bullying and Harassment, Disciplinary and Grievance Policies so that employees have a process for raising concerns about the business or the way that people are treated.

### **Supply Chain**

Our commitment to zero-tolerance means that we will need to continually work with our suppliers, which covers suppliers of raw materials, equipment and packaging from across Europe and within the UK and so this will mean that we will need to review and modify our processes on a regular basis.

## **Training and Awareness**

We are looking to improve our commitment and approach to training and this will include attending more courses that are provided by Stronger2gether to improve the knowledge of managers and to assist us to constantly review all steps that are taken to reduce Modern Slavery.

In order to promote continued awareness, all employees are provided with updated information at regular intervals.

## **Governance**

As a major supplier of packaging to the UK's leading retailers and brand owners we have joined SEDEX and are regularly audited using the SEDEX Member Ethical Trade Audit (SMETA) which is based on the Ethical Trading Initiative (ETI) and are committed to surpass these standards.

We have established mutual agreement relationships with organisations that are also members of SEDEX.

## **Next Steps to prevent modern slavery in our business**

- Complete review all HR policies and procedures.
- Incorporate a request for Modern Slavery information in our annual check of suppliers.
- Work with Stronger2gether to ensure we are taking robust steps to manage modern slavery.
- Establish a Whistleblowing Policy and give staff the opportunity to raise issues.
- Review Business Code of Conduct and issue to contractors.
- Continue to be members of SEDEX and to learn from audits.

If you need help you can contact the Modern Slavery Helpline on 08000 121 700 or you can visit their website at <https://www.modernslaveryhelpline.org>

Malcolm Ross  
Managing Director  
May 2020