

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 31st December 2020.

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 350 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

During this difficult year of Coronavirus (COVID 19) we have not been able to make as much progress as we would have liked, but we are continuing to produce a number of policies and procedures which reflect our commitment to ensuring we are acting appropriately with our business partners and workforce.

We issued our new handbook to all employees, which incorporated our updated Health and Safety Policy to equip the workforce with relevant information to demonstrate that we are in line with relevant laws, governance and regulations.

With regard to HR procedures, we have been looking to improve our website for recruitment and this will continue to evolve over time. Following our departure from Europe we have been working with employees on the new requirements. We are assessing our induction process to ensure it is supplying the relevant information.

We are taking part in a trial using a third-party company that is available to all employees to raise any concerns they may have, whilst doing some additional awareness raising for our internal policies.

We have developed an Anti-Bribery and Corruption Policy.

Supply Chain

We had planned to do a review on the commitment of our suppliers, but due to Coronavirus and the need to support and advise our staff this was delayed, but this is planned for 2021.

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

- Continue the review of all HR policies and procedures.
- Incorporate a request for Modern Slavery information in our annual check of suppliers and undertake review.
- Work with Stronger2gether to ensure we are taking robust steps to manage modern slavery.
- Complete trial on using a third-party supplier and evaluate and use information to establish a Whistleblowing Policy and give staff the opportunity to raise issues.
- Complete a review of suppliers.
- 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>

Nick Tomkins
Managing Director
May 2021