

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 2021.

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

We are committed to working within the framework of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We are continuing to produce and review a number of policies and procedures which reflect our commitment to ensuring we are acting appropriately with our business partners and workforce.

With regard to HR procedures, we have been utilising our website for recruitment and this will continue to evolve over time. We are assessing our induction process to ensure it is supplying the relevant information by reviewing and updating where necessary. The HR Manager is attending training and appropriate Webinars with Stronger2gether to increase knowledge.

We undertook a pilot around a confidential support hotline, which proved to be very helpful, so we have signed up for a new service which is available 24 /7 to all staff. New employees are made aware of this service from their induction and all existing staff have been issued with information cards.

Supply Chain

Planning has commenced to review the commitment of our suppliers and to assess the procedures they have in place for managing modern slavery. All agencies have been asked to confirm in writing that they are compliant with labour laws and regulations.

We are auditing the companies supplying our outsourced staffing such as cleaning and security to understand how they are tackling modern slavery.

Training and Awareness

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

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

We have recently made improvements to our policies based on information gained through audits and reviews.

Governance

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

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 a review of suppliers.
- Review Business Code of Conduct and issue to contractors.
- Continue to be members of SEDEX and to learn from audits.
- Review information provided at induction to ensure employees are informed.
- Increasing the HR Team to assist in moving the agenda forward.

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
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