

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 2022.

Our business

We are the UK's largest producer and supplier of Paper Bags and Packaging for Retail and Industrial markets. We employ over 330 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 reassessed our induction process again to ensure we are maintaining and supplying relevant information. The HR Manager has attended training and appropriate Webinars with Stronger2gether to increase knowledge. We recently increased the number of staff within the HR team and additional training will take place over the next few months.

We are working with our whistleblowing providers to ensure we have relevant information and staff are reminded of the service which is available 24/7 via our communication screens. New employees are made aware of this service at their induction.

Training and Awareness

Newly appointment members of the HR team will be attending the training provided by Stronger2gether. We have recently completed a self-assessment using the Employer Good Practice Implementation Checklist provided by Stronger2gether and will be working with them to improve our scoring.

We continue to make improvements to our policies based on information gained through audits and reviews.

Supply Chain

We are planning to establish an appropriate review process for our suppliers to ensure they are complying with the relevant standards on the prevention of modern slavery.

We are working with the companies who are supplying our outsourced staffing such as cleaning and security to understand how they are tackling modern slavery and what training they are providing.

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 to review of all HR policies and procedures.
- Establish and 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.
- Continue to be members of SEDEX and to learn from audits.
- Review information provided at induction to ensure employees are informed.
- Provide relevant training for the new HR team members.
- Establish relevant training for managers on recognising the signs of modern slavery.

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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