



Preston Board & Packaging Ltd.

Anti-Slavery & Human Trafficking Policy

Preston Board & Packaging Ltd is committed to continuously improving its high standards to combat slavery and human trafficking in its business and supply chain and in acting ethically and with integrity in its business relationships.

This policy statement is made pursuant to the section 54 of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

It outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking.

Our Business

We are one of Europe's leading manufacturers of laminated cartonboard, solid board & display board operating from our factory in the North West of the UK.

Our Supply Chains

The company has direct relationships with a number of primarily UK based & European suppliers offering a wide range of services to the company and also for the benefit of our customers.

Having reviewed our business operations and relationships, we believe that the area of modern slavery risk is in the supply chain and are currently working with standards to ensure procurement requirements and anti-slavery and labour values are maintained.

Our Policies on Slavery & Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

There have been no breaches or suspected breaches of our Anti-Slavery and Human Trafficking Policy reported to date. Our policy is reviewed annually by Directors of the business.

Due Diligence Processes For Slavery and Human Trafficking

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we source / operate with we ensure due diligence is applied to high risk areas to:

- Identify inappropriate employment practices.
- Identify, assess and monitor other potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Protect whistleblowers.
- Investigate reports of Modern Slavery.
- Ensure against exploitation of child labour.
- Ensure that working rights and freedoms are respected.



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- Non violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

Supplier Adherence to our Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant in-house training to our staff.

COVID-19

We understand that some workers may be more vulnerable to modern slavery during the coronavirus pandemic. The company has adopted government guidelines for Covid-19 secure workplaces and paying statutory sick pay in order to prevent the spread of coronavirus. Our employees have been and continue to have access to our grievance procedures.