



MODERN SLAVERY STATEMENT

Date	Amendments	By Whom	Version	Review Date
1 Nov 2017	Statement Adopted by Management Team		1	April 2018
1 April 2018	Tel. number of Independent Helpline added	Compliance	2	April 2019

INTRODUCTION

This statement sets out Warden Plastics actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities during the financial year 1st July to 30 June. As part of the manufacturing sector, Warden Plastics recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

ORGANISATION STRUCTURE AND SUPPLY CHAINS

Warden Plastics are a plastic injection moulding and extrusion company, serving a diverse range of industries, eg: retail; hospitality; commercial and medical businesses throughout the UK.

Plastic compound is purchased from sources throughout the UK. Wherever possible suppliers are visited to access their working practices in relation to slavery or human trafficking.

Regular audits of the employment agencies used for staff.

POLICIES

The following policies are in place within Warden Plastics to prevent slavery and human trafficking within its operation.

Code of Conduct – The organisation strives to maintain the highest standards of employee conduct and ethical behaviour and ensures that all employees are clear about the actions and behaviour expected of them when representing the organisation.

Whistleblowing - the organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact our HR Consultant in complete confidence or our independent confidential helpline on 0800 988 6818 available 24 hours 7 days a week.

Recruitment / Agency Workers Policy - The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. The company audits agencies from time to time to ensure they are maintaining the correct standards.

DUE DILIGENCE

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Reviews include:-

- evaluating the modern slavery and human trafficking risks of each new supplier (this may be part of a more general human rights or labour rights assessment).
- conducting supplier audits or assessments through our third party auditor, which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

This Statement has been approved by the Managing Director and Management Team who will review and update it annually.