

1.0 What Is Slavery?

1.1 The Modern Slavery Act (MSA) 2015 covers four activities:

Slavery	Exercising powers of ownership over a person
Servitude	The obligation to provide services is imposed by the use of coercion
Forced or compulsory labour	Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily
Human trafficking	Arranging or facilitating the travel of another person with a view to their exploitation

1.2 This policy covers all four activities.

2.0 How Is It Relevant to Us?

2.1 Modern slavery is a complex and multi-faceted crime and tackling it requires many organisations and individuals to play a part. At first glance, individuals may think this subject is irrelevant to us, but it's not.

2.2 At a very basic level, of course preventing exploitation and human trafficking, and protecting our workforce and reputation makes good business sense. This is also fully conversant with our Guiding Principles.

2.3 The MSA 2015 recognises the important part businesses can and should play in tackling slavery and encourages them to do more.

2.4 With this in mind, we need to pay particularly close attention to our supply chain, especially those areas which have historically proven to be at risk of the activities in Clause 1:

2.4.1 Outsourced activities such as cleaning, waste management, etc

2.4.2 Short term hire of low skilled labour

2.4.3 Sourcing of raw materials from certain locations in the world.

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3.0 Responsibilities

3.1 The Company, our managers and our colleagues have responsibilities to ensure our fellow workers are safeguarded, treated fairly and with dignity.

3.2 Everyone must observe this Policy and be aware that 'turning a blind eye' is unacceptable and simply not an option.

3.3 The Company

3.3.1 We will:

- (a) maintain clear policies and procedures preventing exploitation and human trafficking, and protecting our workforce and reputation
- (b) be clear about our recruitment policy (see 5.3 Recruitment)
- (c) Regularly assess our supply chains and ensure that we are taking any reasonable measures to prevent modern slavery through our Supplier Approval procedure. (see 5.2 Supply chains)
- (d) lead by example by making appropriate checks on all employees, recruitment agencies, suppliers, etc to ensure we know who is working for us
- (e) ensure we have in place an open and transparent grievance process for all staff
- (f) seek to raise awareness so that our colleagues know what we are doing to promote their welfare
- (g) make a clear statement that we take our responsibilities to our employees and our clients seriously (see Anti-slavery statement)

3.4 Managers

3.4.1 Managers will:

- (a) listen and be approachable to colleagues
- (b) respond appropriately if they are told something that might indicate a colleague is in an exploitative situation
- (c) remain alert to indicators of slavery (see 6.0 Identifying slavery)
- (d) raise the awareness and ensure all employees are provided a copy of this policy and be aware of their responsibilities
- (e) use their experience and professional judgement to gauge situations

3.5 Colleagues

3.5.1 We all have responsibilities under this policy. Whatever your role or level of seniority, you must:

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- (a) keep your eyes and ears open—if you suspect someone (a colleague or someone in our supply chain) is being controlled or forced by someone else to work or provide services, follow our reporting procedure (see 7.0 Reporting slavery)
- (b) follow our reporting procedure if a colleague tells you something you think might indicate they are or someone else is being exploited or ill-treated
tell us if you think there is more we can do to prevent people from being exploited.

4.0 The Risks

4.1 The principal areas of risk we face, related to slavery and human trafficking, include:

- 4.1.1 Certain areas of the supply chain have been identified as being at a higher risk – these were identified in clause 2.4
- 4.1.2 Recruitment either through agencies or direct

5.0 Processes in place to prevent Modern Slavery in our supply chain

5.1 Anti-Slavery Statement

- 5.1.1 Our Modern Slavery Statement is annually reviewed and communicated to our staff, suppliers and contractors .Our statement is available on our company website and is available at all time for all our staff, suppliers and customers.

5.2 Supply Chains

- 5.2.1 We are not prepared to accept any form of exploitation in our supplier chain, so a proof of ethical trading is required to all our partners in the supply chain. .
- 5.2.2 All our supplier contracts contain an anti-slavery clause. This clause, which flows down through all layers of our supply chain, prohibits suppliers and their employees from engaging in slavery or human trafficking.
- 5.2.3 We apply reasonable due diligence to risk assessing our supply chain and use the following mechanisms to do this:
 - (a) Supplier mapping to assess the level of ethical trading proof required for the area.
 - (b) All suppliers must provide a proof of ethical trading, according the country risk level according to Sedex classification.

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- (c) Training and knowledge sharing for key Procurement, to ensure that the right Due Diligence Documents are provided by each potential supplier prior to start supplying Task Consumer Products.
- (d) Harmonizing those processes which are already mutually inclusive of the aims of this policy into the due diligence e.g. FSC pulp procurement

5.3 Recruitment

5.3.1 Using Agencies

- (a) Our HR department follows firm policy and only uses agreed specified reputable recruitment agencies.
- (b) We expect all recruitment agencies with whom we engage:
 - (i) To fully comply with the Modern Anti-Slavery Act 2015;
 - (ii) Are free from ethical ambiguities;
 - (iii) Are transparent, accountable and auditable.
 - (iv) Are GLA licensed
- (c) If the Company has reason to believe that any recruitment agency has failed to meet these standards, any contracts with them would be terminated.
- (d) Any agency used by Task Consumer Products will be audited annually by our team.

5.3.2 General Recruitment

- (a) We always ensure all staff have a written contract of employment.
- (b) We always ensure staff are legally able to work in the UK.
- (c) We check on a quarterly basis the names and addresses of our staff (a number of people listing the same address may indicate high shared occupancy, often a factor for those being exploited).
- (d) We provide information to all new recruits on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

5.4 If, through our recruitment process, we suspect someone is being exploited, the HR department will follow our reporting procedures (See 7.0 Reporting slavery).

6.0 Identifying Slavery

6.1 There is no typical victim and some victims do not understand they have been exploited and are entitled to help and support.

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- 6.2 However, the following key signs could indicate that someone may be a slavery or trafficking victim:
- 6.2.1 The person is not in possession of their own passport, identification or travel documents.
 - 6.2.2 The person is acting as though they are being instructed or coached by someone else.
 - 6.2.3 They allow others to speak for them when spoken to directly.
 - 6.2.4 They are dropped off and collected from work.
 - 6.2.5 The person is withdrawn, or they appear frightened.
 - 6.2.6 The person does not seem to be able to contact friends or family freely.
 - 6.2.7 The person has limited social interaction or contact with people outside their immediate environment.
- 6.3 Remember, a person may display a number of the trafficking indicators set out above, but they may not necessarily be a victim of slavery or trafficking. Often you will build up a picture of the person's circumstances which may indicate something is not quite right.
- 6.4 If you have a suspicion, report it.

7.0 Reporting Slavery

- 7.1 Talking to someone about your concerns may stop someone else from being exploited or abused.
- 7.2 If you think that someone is in immediate danger, dial 999.
- 7.3 Otherwise, you should discuss your concerns with the Human Resources Manager who will decide a course of action which may include contacting the Police or the Gang masters Licensing Association (GLA).

8.0 Training

- 8.1 We provide specialist training to those staff members who are involved in managing recruitment and our supply chains.
- 8.2 We ensure that all employees are made aware of this policy, and their obligation to comply with this policy.
- 8.3 Stronger Together Posters are placed in the communal areas as permanent reminders of their rights and their role in combating modern slavery.

9.0 Monitoring Our Procedures

- 9.1 Annual risk assessment for Modern Slavery in our working place.
- 9.2 Regular risk assessment/suppliers scoring for all new and existing suppliers in our supply chain.
- 9.3 Monitoring our supplier's performances and any changes through Sedex platform – SAQ or Smeta audits.