

Modern Slavery & Human Trafficking Statement

Introduction

Papyrus RRR Ltd (Papyrus) is committed to driving out acts of modern day slavery from within its own business and that within its supply chains. Papyrus acknowledges its responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the company.

This statement sets out Papyrus's 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.

Organisation structure and supply chains

Papyrus is led by a Director and supported by senior management, working across a variety of disciplines.

Papyrus RRR Ltd provides Paper Recycling Services to the Commercial Print Industry. Papyrus covers the South East in its entirety.

Within its supply chain there are relationships with external businesses for the sourcing of products. These, as well as the suppliers of services and equipment, make up the supply chain within Papyrus.

Policy on modern slavery

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Modern Slavery and Human Trafficking Statement which reflects our commitment to acting ethically and with integrity in all our business relationships and to enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain
2. Whistleblowing policy. Papyrus operate a whistleblowing policy that encourages all employees to report any wrongdoings as soon as possible with the reassurance that any concerns will be taken seriously and confidentiality will be respected.
3. Recruitment and Selection policy. Papyrus operate a strong recruitment and selection policy, including conducting the right to work in the UK checks for all employees to safeguard against human trafficking or individuals forced to work against their will.

Due Diligence Process

Papyrus undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. As part of its due diligence processes into slavery and human trafficking, the supplier approval process and subsequent audits will incorporate a review of the controls undertaken by the supplier.

Risk Assessment

Papyrus have in place a risk management process that identifies, assesses, monitors and reports on the Company's compliance risks.

Measuring Effectiveness

Papyrus will know the effectiveness of the steps that we are taking to ensure slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.

Training for staff

The company director and senior management team have been assigned the responsibility for implementing this policy statement and its objectives, and will provide adequate resources, training and investment to ensure that slavery and human trafficking is not taking place within the company or within its supply chain.