

HR Statement - Prevention of Modern Slavery and Human Trafficking

Introduction

This statement sets out the steps Peak Converters Limited plan to take to ensure modern slavery and human trafficking is not taking place in our business and supply chain, in line with Section 54 of the Modern Slavery Act 2015.

This statement relates to actions and activities during the current financial year.

Company, structure, and supply chains

Peak Converters Ltd is a privately owned, market leading foam and fibre conversion business.

All our production operations are in Wirksworth, Derbyshire in the UK. The Company's workforce is under 100 permanent employees. We are committed to working closely with any temporary labour suppliers to ensure our agency employees are not at any increased risk of modern slavery and human trafficking.

In line with our Ethical Trading Policy, we commit to working closely with all suppliers both in the UK and overseas to ensure we source commercially priced materials, whilst recognising the increased risk to modern slavery within these global supply networks.

We are proud to have long standing relationships with our UK / European and Global based suppliers, allowing us to have a confidence in the products and materials we source through our supply chain, to support us in delivering consistent service and quality products to our customers.

The Company is committed to working towards transparency within its supply chain, to ensure that the risks of modern slavery and human trafficking are mitigated within our business.

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Policies on Slavery and Human Trafficking

We have the following policies that operate in our business. These policies reflect our commitment to act ethically and with integrity, by implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chain.

HR Policy - Prevention of Modern Slavery and Human Trafficking

The business is in the process of issuing all employees, contractors and business associates who work on behalf of the business with a copy of the Prevention of Modern Slavery and Human Trafficking Policy.

This Policy sets out the business approach to modern slavery and human trafficking which outlines that no slavery of any kind will be tolerated and that we are committed to mitigating all slavery risks within our business and supply chain.

This Policy sets out clear standards and expectations to our employees, contractors and business associates and provide guidance on how to report suspicions or concerns relating to compliance with this Policy.

Whistleblowing Policy

The business is in the process of issuing all employees, contractors and business associates who work on behalf of the business with a copy of the Whistleblowing Policy.

This Policy outlines how anyone (including customers and suppliers) can report, to the Company, concerns that are directly related to business activities or within its supply chain. The Whistleblowing procedure is designed to allow individuals to make disclosures, including any that relate to slavery or human trafficking, without the fear of retaliation.



Due Diligence - Policy Responsibility

The Company Directors have overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations. The Company Management Team are responsible for compliance in their respective departments and for their supplier relationships.

Permanent and Agency Recruitment

The Company is committed to ensuring that all potential employees have the legal right to work in the UK under employment legislation.

The business will aim to only source and employ labour from recruitment agencies that are reputable, who abide by employment legislation requirements and demonstrate their commitment towards the prevention of Modern Slavery and Human Trafficking Act (2015).

Employee Awareness and Training

The business recognises the need to create awareness and provide relevant training across the workforce with regards to the identification, prevention and reporting of modern slavery and human trafficking.

All employees, contractors and business associates working on behalf of the Company are issued with a copy of the Prevention of Modern Slavery and Human Trafficking Policy. As necessary, employees will also undertake training to gain awareness and understand their responsibilities with regards to the Modern Slavery Act (2015).

Mike Crowshaw,

Managing Director
Peak Converters Ltd