

MODERN SLAVERY STATEMENT



This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Oadby Plastics Ltd has taken, and is continuing to take, to ensure that modern slavery and human trafficking is not taking place within our business or supply chain.

Modern Slavery encompasses slavery, human trafficking and forced labour. The Oadby Group has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our high-risk areas

As a manufacturing organisation, we need to purchase products from around the world. We follow our purchasing procedures to ensure we use credible suppliers, mitigating risks of modern slavery in our supply base.

Our policies

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

- **Recruitment policy** - We operate a robust recruitment policy, including conducting eligibility checks to work in the UK for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing policy** - We operate a whistleblowing policy so that all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Our suppliers

The Oadby Group operates a purchasing procedure and maintains a supplier list. We conduct due diligence on all suppliers before allowing them to become a supplier. This due diligence includes our own research to ensure that organisations have never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.

We may terminate the contract at any time should any instances of modern slavery come to light.

Training

Our managers have received training so they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

We will know the effectiveness of the steps that we are taking to ensure that Modern Slavery 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.

Copies of this policy statement will be made available to all employees and all other interested parties on request.

A handwritten signature in black ink, appearing to be 'M. Rojahn', written over a light blue background.

M. Rojahn

Managing Director
January 2023