

		TITLE: Modern slavery statement for financial year 2021-2022				OWNED AND AUTHORISED BY: Head H&S Lauren Gibson
DOCUMENT REFERENCE:	P113	ISSUE NO:	1	ISSUE DATE:	Dec 2020	PAGE 1 of 1
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This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Oadby Plastics has taken and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, human trafficking and forced labour. Oadby Plastics 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 do have the need to purchase products from around the world, we follow our purchasing procedures, to ensure we use credible suppliers.

Our policies

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

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

Our suppliers

Oadby Plastics 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 an online search to ensure that organisations has 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
3. We may terminate the contract at any time should any instances of modern slavery come to light

Training

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

Our performance indicators

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

This statement was approved by the Managing Director.

SIGNED:  M. Rojahn

DATE: December 2020