



## Modern Slavery Statement

### Our business

MM Packaging Deeside Limited has evolved over 25 years to become one of the UK's leading producer of folding cartons. The company has a clear strategy focused on providing excellent customer service, ongoing investment in people and production, and returning sustainable profitability.

We are committed to the principles of the Modern Slavery Act 2015 with the aim to ensure that there is no slavery or human trafficking within our own business or supply chain.

Through company policies, we are dedicated to providing a non-discriminatory, safe and respectful working environment where individuals are encouraged to raise any concerns that they may have about the conduct of others in the business or the way in which the business is run.

We commit ourselves to creating a working environment that is characterised by honesty and mutual respect. We see the diversity of our employees as an asset that enables us to fulfil our tasks in an even more creative and successful way. We reject any discrimination and harassment for reasons of gender, race, skin, religion, age, national/ethnic descent, disability or sexual orientation. Employees and job applicants are assessed following the principle of non-discrimination.

Furthermore, the company strictly prohibits activities linked to slavery, forced or involuntary labour and human trafficking. It requires that all employees are given contracts of employment, treated equally and fairly, paid at least the minimum wage without delays or unlawful deductions and are not forced to work excessive hours.

This statement applies to all individuals who work under a contract of employment for MM Packaging Deeside Limited and extends to all persons acting on its behalf including suppliers.

This statement covers the financial year 1 April 2023 to 31 March 2024.

### Our policies

Our policies are structured to highlight our dedication to ensure that Modern Slavery is not taking place anywhere in our business or supply chains. Such policies include:

- **Whistleblowing policy** The company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Those who have concerns can raise them through their line manager, Human Resources or they can be reported through the MM Integrity Line.
- **Group Code of Conduct** The company's code makes clear to employees the actions and behaviour expected of them when representing the company. The company strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Dignity at Work policy:** The Company is committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect.



- **Equal Opportunities policy:** We are committed to providing equal opportunities in employment and to avoiding unlawful discrimination.
- **Recruitment policy:** The company uses only specified, reputable employment agencies to source labour and will apply our Equal Opportunities policy to ensure that equality, diversity and inclusion is applied.

## Responsibility

Responsibility for the company's anti-slavery initiatives is as follows:

- The senior management team have overall responsibility of ensuring that this statement meets, at minimum, the legal obligations imposed.
- Human Resources have overall responsibility to ensure that all company policies and statements are kept up to date and compliant with all legislation.

## Our Partners

We commit ourselves to observing the human rights within our sphere of influence and reject any form of forced labour in our companies and the companies of our business partners.

We expect our business partners to meet all legal provisions and industry standards at all times and encourage them to introduce and implement similar principles of responsibility at their companies wherever possible.

## Training

All company policies are readily accessible around the business and form part of new employee induction programmes, ensuring that our approach to modern slavery and human trafficking is embedded and adhered to within our culture. Training to identify and tackle modern slavery and human trafficking will be implemented where it is considered necessary.