



## **CBC Anti-Slavery & Human Trafficking Policy**

Cardboard Box Company Ltd is committed to continuously improving its high standards to combat slavery and human trafficking in its business and supply chain and in acting ethically and with integrity in business relationships.

This policy statement is made pursuant to the section 54 of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

It outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking.

### **Our Business**

We are one of UK's leading manufacturers of corrugated packaging solutions operating from our factory in the North West of the UK.

### **Our Supply Chains**

The company has direct relationships with a number of primarily UK based suppliers offering a wide range of services to the company and also for the benefit of our customers.

Having reviewed our business operations and relationships, we believe that the area of modern slavery risk is in the supply chain and are currently working with standards to ensure procurement requirements and anti-slavery and labour values are maintained.

### **Our Policies on Slavery & Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

There have been no breaches or suspected breaches of our Anti-Slavery and Human Trafficking Policy reported to date. Our policy is reviewed annually by Directors of the business.

### **Due Diligence Processes For Slavery and Human Trafficking**

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we source / operate with we ensure due diligence is applied to high-risk areas to:

- Identify inappropriate employment practices.
- Identify, assess and monitor other potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Protect whistleblowers.
- Investigate reports of Modern Slavery.

Ensure against exploitation of child labour.

Ensure that working rights and freedoms are respected.

Non violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

### **Supplier Adherence to our Values and Ethics**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

### **Ethical Standards Labour Values Policy:**

The policy outlines the commitment to high ethical standards and values throughout the business.

The policy covers the following key areas:

The use of child / forced labour

Freedom of working choice

The right to collective bargaining

Safe and hygienic working conditions for all employees

Discrimination

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant in-house training to our staff.

### **High-risk activities**

The business does not currently have any activities which have been deemed high risk of slavery or human trafficking through our processes, but this is under periodic review.

### **Board approval**

This statement was approved by our board of directors, who review and update it annually.

**Signed:**



**Date: 19th Sept 2024**

*D Johnston Managing Director*