

modern slavery statement

leading the way in ethical trading

effective as of October 2023

Introduction

Deco-Pak is committed to conducting business in an ethical and lawful manner. We recognise our responsibility to take a stand against modern slavery and human trafficking and are dedicated to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our supply chains or any part of our business.

Our Business and Supply Chains

Deco-Pak specializes in decorative landscaping products and operates primarily in the UK. Our supply chains include the sourcing of raw materials, primarily from within the UK and internationally, necessary for the production of our landscaping products.

Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. This commitment is reinforced through our internal policies, including our Ethical Procurement Policy, Employee Code of Conduct, and Whistleblowing Policy.

Due Diligence Processes

To identify and mitigate risk in our supply chains, we have implemented the following steps:

- ▶ Conducting risk assessments of suppliers.
- ▶ Auditing of suppliers to evaluate compliance with our standards.
- ▶ Requiring direct suppliers to certify that materials incorporated into the products comply with the laws regarding slavery and human trafficking of the country in which they are doing business.
- ▶ Encouraging whistleblowing and protecting those who report suspected cases of slavery or human trafficking.

Training and Awareness:

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking:

We use key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains. These KPIs include:

- ▶ Number of staff trained each year
- ▶ Actions taken to strengthen supply chain

Further Steps :

We will continue to enhance our procedures to identify, prevent and mitigate any risks of modern slavery or human trafficking in our business and supply chains

This Statement:

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.