

MODERN SLAVERY POLICY

This statement, relating to the financial year ending 31 December 2022, is made pursuant to section 54(1) of the [Modern Slavery Act 2015](#) (the "Act") and outlines the steps we have taken as an organisation to assess operations and supply chains and mitigate any risk of slavery and human trafficking.

Whilst Links Labels & Tapes fall under the £36M turnover threshold it is prudent to produce a Slavery & Human Trafficking Statement each financial year so that other partners within the supply chain can access in order to meet their obligations and demonstrate our awareness of the importance of the issue within our supply chain.

We have a long-standing policy that we don't use or accept forced, bonded or involuntary prison labour or child labour. Nor do we demand deposits or hold on to our workers' identity papers, or work with businesses that do. We only work with people who choose to work freely. We respect the right to equal opportunity and freedom of association.

Links Labels & Tapes works to the principle that working conditions in our supply chain should meet international labour standards. Sourcing covers freely chosen employment, freedom of association, working conditions, child labour, living wages, working hours, discrimination, regular employment and harsh or inhumane treatment.

We welcome our people speaking up about any unethical behaviour, and make it easy for them to do so via their director.

The steps we take for our supply chain depend on how we initially evaluate a supplier. We ask all but our lowest risk suppliers to complete our Supplier Questionnaire – which helps establish a high, medium or low risk of them falling below our standards.

Risk profiling helps us focus our efforts where they are most needed. For example, suppliers may present a higher risk of slavery or human trafficking because of where they're based or the type of product or service they provide. All medium risk suppliers get a review. High risk suppliers get a more detailed review to better understand the risk and put in steps to tackle it; this may mean visiting their sites. Each year we do on-site audits of our higher risk suppliers. We work together with them to address any problems we pick up.

Authorised Signatory 	Version V4 (2022)	Date 3 rd January 2022
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