

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Modern Slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human Trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern Slavery and Human Trafficking are considered as criminal offences and a violation of fundamental human rights.

IPC Mouldings are committed to ensuring that there is no Modern Slavery or Human Trafficking in our supply chains or in any part of our business. This 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 or supply chains.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers. We expect that our suppliers will hold their own suppliers to the same high standards.

This policy is pursuant with Section 54 (1) of the Modern Slavery Act 2015.

OUR POLICY

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy. Partners and employees who raise concerns of slavery or human trafficking in good faith may do so without fear of discrimination or reprisal.
- We aim for a zero-tolerance approach to violations of anti-slavery and human trafficking laws and will review the continuation of business with individuals and organisations found to be involved in slavery, human trafficking, forced or child labour. If breaches of these laws are found within our supply chain we will look to support organisations in their efforts to comply with the applicable legislation while retaining the right to cease business with such individuals and organisations on this basis.
- We will monitor and review our relationships with our supply chain partners, using a risk-based approach to assess the likelihood of violations of this policy, and apply appropriate initial due diligence in the ongoing monitoring of suppliers.

We will review this policy and its operation in practice, at least on an annual basis.