



## **Policy Statement against Modern Slavery And Human Trafficking**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Directa (UK) Ltd. has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Directa (UK) Ltd. has a zero tolerance to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Directa (UK) Ltd. of Cold Norton, Essex has been trading for 47 years and has supplied businesses from all sectors with its essential adhesive tape, signs, abrasives, adhesives and ancillary products. These include Directa UK Brands and stockist of other leading brands. Next day service and customer satisfaction is our priority.

We operate a number of internal policies to ensure we are conducting business in an ethical and transparent manner. These include:

**Recruitment Policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

**Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

**Harassment/Discrimination policy.** As part of its overall commitment to equality of opportunity, the Company is fully committed to promoting a good and harmonious working environment where every employee is treated with respect and dignity and in which no worker feels threatened or intimidated because of his or her age, disability, marital status, political opinion, race, religious beliefs, sex or sexual orientation. The aim of this policy and the accompanying procedure is to prevent harassment, provide guidance to resolve any problems that occur and prevent reoccurrence.

**Environmental & Recycling Policy.** The company is committed to ensure that the minimum risk to the environment is achieved by all its activities, and those activities to include storage, manufacturing, distribution. Waste disposal is carried out by Green Recycling Ltd. with up to 98% now being recycled.

All packaging used complies with "Packaging and Waste Regulations 1997" and all products are compliant with both REACH and WEEE directives.

Our suppliers

Directa (UK) Ltd. operates a supplier policy and maintains a core supplier list. We conduct due diligence on all suppliers before adding them to the list. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery. All suppliers are asked to confirm they have or comply with the Modern Slavery and Human Trafficking Act, which includes:

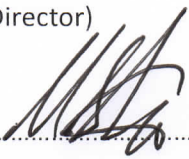
1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) they pay their employees at least the national minimum wage/national living wage (as appropriate)
4. (For International suppliers) they pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

We ask our Purchasing team to advise the Directors of any concerns so we may follow it up with appropriate action.

Currently, there are no reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practice have been identified.

This statement was approved by the Board of Directors on 19.07.2017

M.V. STOREY (Senior Director)

Signature:  .....

Date 19/07/17