

Modern Slavery Policy

Opening statement from Senior Management

Pinksheep is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers.

Our internal processes include regular training for all employees on modern slavery and human trafficking awareness and compliance, robust recruitment procedures, and monitoring of working conditions for all our staff.

Structure and supply chains

Pinksheep is a branded merchandise and printed goods supplier within the marketing sector. We are a limited liability company employing 19 people in the United Kingdom. The following weblink provides more information regarding the nature of our business.

www.pinksheep.co.uk

The nature of our business requires that we work in conjunction with a range of suppliers based predominantly within the UK and Europe.

Due diligence processes relating to slavery and human trafficking

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we conduct supplier onboarding whereby we require each supplier to complete a comprehensive questionnaire which is then vetted internally to make sure the supplier meets our requirements.

Our processes aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chains.
- Scrutinise any identified areas of risk within our business and supply chains.
- Adopt a zero-tolerance approach to slavery and human trafficking throughout the organisation and our supply chains.
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

Risk and compliance

Our organisation regularly evaluates the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring. The following list of risk management activities and/or procedures demonstrates our commitment to compliance:

- Conducting due diligence on new suppliers to assess their compliance with our supplier code of conduct, which includes a prohibition on modern slavery and human trafficking.

- Conducting regular risk assessments on our supply chains to identify potential areas of vulnerability to modern slavery and human trafficking, which may include geographic location, industry sector, and workforce demographics.
- Monitoring supplier compliance through regular audits and inspections, which includes the use of third-party auditors where necessary.
- Providing training and awareness programs to employees and suppliers on modern slavery and human trafficking.

We do not consider that we operate in high risk sectors or locations.

However, where we have identified a potential risk, we prioritize any risks and take appropriate action to put remedial measures in place. Risks may be identified through regular monitoring of our supply chains, employee feedback, and external sources such as industry reports or media coverage.

Remedial measures may include improved internal purchasing practices, such as sourcing from suppliers who demonstrate compliance with our supplier code of conduct, or industry collaboration to address common challenges.

We ensure our suppliers are aware of our policies and encourage them to adopt our high standards. We adopt a zero-tolerance approach to slavery and human trafficking throughout the organisation, which extends to our supply chains. Upon the discovery of a breach of our policies relating to slavery and human trafficking, we will terminate any relationship with the relevant supplier with immediate effect, and where necessary, we will notify the relevant authorities.

Success and effectiveness of our processes

Below is a list of the performance indicators used by our organisation to measure how successful we have been in safeguarding against slavery and human trafficking in our business or supply chains:

- Percentage of suppliers who have been assessed for compliance with our supplier code of conduct, including a prohibition on modern slavery and human trafficking.
- Number and percentage of supplier audits conducted annually, including the number and severity of any identified non-compliances related to modern slavery and human trafficking.
- Number and nature of reported incidents or allegations related to modern slavery and human trafficking in our business operations or supply chains, and the action taken in response to these incidents.
- Number and percentage of employees who have completed modern slavery and human trafficking awareness and compliance training.
- Number and nature of collaborations with industry initiatives or non-governmental organisations to address modern slavery and human trafficking in our industry sector or supply chains.
- Overall trend in the number and severity of identified risks related to modern slavery and human trafficking in our business operations or supply chains over time.

These performance indicators are regularly monitored and reported to senior management, allowing for continuous improvement in our efforts to prevent modern slavery and human trafficking.

Training

We ensure all employees are aware of the risks of modern slavery and human trafficking in our business and supply chains. To achieve this, we have implemented the following training programs:

- Modern slavery and human trafficking awareness training for all employees, which covers the signs of modern slavery and human trafficking, our policies and procedures for identifying and reporting any suspected breaches, and the legal and ethical implications of non-compliance.
- Supplier code of conduct training for relevant employees, which covers our expectations of suppliers in relation to modern slavery and human trafficking, and the importance of assessing and monitoring supplier compliance.
- Induction training for new employees, which includes a module on modern slavery and human trafficking and the organisation's policies and procedures.

We also incorporate modern slavery and human trafficking into wider training programs where relevant, such as supply chain management and ethical business practices.

By providing training to all employees, we ensure that everyone within the organisation is equipped to identify and report any potential breaches of our anti-slavery and human trafficking policies, and to contribute to our efforts to prevent modern slavery and human trafficking.

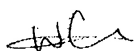
Further actions, approval and endorsement

Following our review of our actions each financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Review the frequency and scope of supplier audits to ensure compliance with our supplier code of conduct, with a particular focus on identifying any potential risks of modern slavery and human trafficking.
- Review our whistleblowing policy to encourage and protect employees who report suspected instances of modern slavery and human trafficking in our business operations or supply chains.

These steps demonstrate our continued commitment to preventing modern slavery and human trafficking in our business and supply chains. We seek approval and endorsement of these measures from senior management and will continue to monitor and review our policies and procedures to ensure their effectiveness in combating modern slavery and human trafficking.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Pinksheep Marketing Limited's slavery and human trafficking statement.



William Gubby

Operations Director