

## **Citipost Ltd – Modern Slavery and Human Trafficking Statement**

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and outlines the steps Citipost Ltd has taken – and continues to take – to prevent modern slavery and human trafficking in our business and supply chains.

### **About Citipost Ltd**

Citipost Ltd is a market leader in Direct Marketing, enabling brands to connect effectively with their customers and prospects. From concept to delivery, our services span Creative, Data, Print, Mail, and Media. We are committed to ethical business practices and a transparent, responsible supply chain.

### **Our Commitment**

Citipost Ltd is fully committed to upholding the principles of the Modern Slavery Act 2015 and the eradication of modern slavery, human trafficking, forced labour, and exploitation in all forms. We foster a culture of respect, fairness, and integrity in all areas of our business.

As an equal opportunities employer, we are dedicated to maintaining an inclusive and non-discriminatory working environment. Our recruitment processes include stringent checks to confirm all individuals have the legal right to work in the UK.

We refuse to conduct business with any organisation known to be involved in modern slavery or related human rights violations.

### **Supply Chain Responsibility**

Our supply chain is integral to the services we deliver. We only work with vetted, ISO-certified suppliers who align with our standards and ethical values. Prior to engagement, all suppliers must complete a Supplier Approval Form, demonstrating compliance with our expectations – particularly regarding labour practices and human rights – in line with our ISO:27001 accreditation.

We reserve the right to terminate any business relationship with suppliers found to breach modern slavery laws or fail to meet our standards.

### **Policies Supporting Our Commitment**

We have established internal policies that reflect our zero-tolerance stance on modern slavery. These include:

- Equal Opportunities & Recruitment Policy
- Ethical Trading Policy
- Diversity & Inclusion Policy
- Anti-Harassment & Bullying Policy

- Whistleblowing Policy

All policies are accessible to employees and regularly reviewed to ensure continued relevance and compliance with legislation.

### **Risk Assessment and Due Diligence**

Modern slavery can be difficult to detect. We conduct ongoing reviews and risk assessments to identify potential vulnerabilities, both within our operations and our supply chain.

Where risk is identified, appropriate investigations are carried out, and corrective actions are implemented immediately. Our due diligence framework continues to evolve to respond to changing risks in a dynamic global environment.

### **Awareness and Training**

We actively work to raise awareness among our employees and partners. Through our membership with Stronger Together, we provide training and resources to help our people recognise and respond to indicators of exploitation, forced labour, and trafficking.

Our teams are encouraged to report any concerns through our confidential Whistleblowing channel without fear of retaliation.

### **Ongoing Commitment**

Citipost Ltd will continue to:

- Review and strengthen our internal procedures and policies.
- Engage with suppliers to ensure ethical compliance.
- Educate our workforce on human rights and anti-slavery measures.
- Collaborate with industry bodies to promote best practice.

We will remain vigilant in our responsibility to prevent modern slavery and are committed to continuous improvement.

This statement will be reviewed annually

Lisa Blatch

Company Secretary

27<sup>th</sup> May 2025