Reabrook ltd

REGISTERED OFFICE:
RAWDON ROAD, MOIRA, SWADLINCOTE, DERBYSHIRE, DE12 6DA.
Tel: +44 (0)1283 222266 Fax:+44 (0) 1283 550963
Email: enquiries@reabrook.co.uk
www.reabrook.co.uk
REGISTERED IN ENGLAND No.804733

Slavery and Human Trafficking Statement

Organisation Structure and Principal Activities

Reabrook Ltd are an Employee Ownership Trust based at the heart of the National Forest in Moira. We are a manufacturer of aerosol and liquid chemical products who have been meeting the changing requirements of our customers for over 50 years.

The Company is a manufacturer of aerosol and liquid based products, our ISO scope is automotive, household, industrial, janitorial and personal care markets. The Company currently employs approximately 220 employees. Reabrook has a permanent presence in the UK, selling products to many countries around the world.

Our aim is to ensure that we can help customers create the required products by providing a full service set of solutions spanning creative & design, sourcing, manufacturing, quality assurance and finally, logistics. We are committed to ensuring people are treated with dignity at all times.

The company's directors are aware of the risks associated with Modern Slavery, accept responsibility under the Modern Slavery Act 2015, and understand that they have a duty to prevent slavery and human trafficking.

We avoid doing business with any organisation, domestic or foreign, that is found to be complicit in or knowingly supports slavery, servitude, or coercion.

Our Policies on Slavery and Human Trafficking

We are dedicated to preventing slavery and human trafficking in all areas of our business, including our supply chains. The Company has agreed to maintain the Ethical Trading Initiative's (ETI) fundamental principles and is a registered member of SEDEX (4 pillar), a non-profit organisation devoted to advancing moral and ethical standards in international supply chains. Our commitment is evident through our company policies which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations.

As a business, we are fully aware of our obligations and are led by a tight set of operational regulations that are at least once a year, reviewed and authorised by the company director. These regulations include:

- Human Rights Policy
- Whistleblowing Policy
- Anti Bribery Policy
- Health, Wellbeing and Safety Policy
- Corporate Social Responsibility Policy

Due diligence and risk assessment

Reabrook Ltd places a high priority on due diligence, and our ethical supplier questionnaires require us to collect information on health and safety and ethical issues. We participate in independent SMETA ethical audits and share the findings via SEDEX, where our clients can see them.

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Through audits, we make sure that companies that provide contract labour adhere to the highest monitoring standards to make sure they are not wilfully engaging in activities that are related with slavery or human trafficking.

The Company will not cooperate with or do business with any organisation that knowingly engages in slavery or human trafficking.

Supply Chain

To detect and reduce any risks of modern slavery and human trafficking, Reabrook conducts due diligence before considering hiring new suppliers and frequently examines its current vendors. We are dedicated to developing sustainable supply chain solutions, which includes:

- Assessing all new suppliers to ensure they comply with the required standards of business conduct.
- Where possible source locally, however majority of our supply chain is in Europe and America.
- We are an RSPO certified site.
- Commitment to animal welfare and supporting customers in certification of productions with Cruelty free International.
- Where appropriate, ensuring raw materials fully comply with Cosmetic Regulation 2009/1223 and the Cosmetic Products Enforcement Regulations 2013.
- We require members of our supply chain and contractors to abide by our policy, based on their business footprint and commitment to respecting worldwide ethical trading standards, we routinely examine our suppliers and request completion of an Ethical Supplier Questionnaire.
- Relevant employee's are Stronger Together trained in effective Human Rights due diligence in supply chains.

Our People

Reabrook will follow and promote the Stronger Together initiatives to raise awareness of modern slavery and human trafficking through staff training and Reabrook Modern Slavery video.

Reabrook supports the Stronger Together concept by having key employees receive external training so they may impart their knowledge across the entire company, this includes tackling modern slavery in UK businesses.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31/12/2024

This statement has been approved by Anthony Brealey, Managing Director of Reabrook Ltd on

Signature: A M Brealey

Date: 16/6/2025