

Modern Slavery & Human Trafficking Statement – Financial Year 2024 /2025

0404 Investments Limited and all subsidiary companies (further referred to as “The Group”) oppose slavery in all its forms and have zero tolerance to slavery and human trafficking. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out steps that the Group has taken to ensure that slavery and human trafficking is not taking place in its supply chains or any part of its businesses.

Company Structure

The Group employs over 260 people across 4 locations. The subsidiary companies are:

0404 Investments Limited

Firsteel Limited

What More UK Limited

Plastic Box Shop

Wham World Limited

Octoplus Limited

The Group is committed to ensure that human rights are respected, and all suppliers must adhere to a strict ethical code of conduct.

Our business

The Group was established in 1999 and is proud to be the UK’s largest manufacturer of superior quality plastic housewares, gardening pots, storage products and much more. We run fully automated machines operating 24/7 and we have two sites based in Altham and Padiham. The superior quality of our products has been recognised all over the world and we currently export to **72 countries**.

The following steps are taken:

- The Group is audited by third party accredited audit organisations to ensure full compliance with all aspects of the ETI Base Code (Ethical Trading Initiative). The Ethical Trading Initiative (ETI) is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe. The ETI Base Code is an internationally recognised code of practice which ensures that all workers are free from exploitation and discrimination, and all workers enjoy conditions of freedom, security and equity.
- The Group is a member of SEDEX (Social and Ethical Data Exchange) and an up-to-date Ethical Compliance audit report is accessible to all approved SEDEX partners
- All business partners and suppliers are required to adhere to a strict ethical code of practice and a comprehensive due diligence programme is followed. If our due diligence process reveals any issues, we are committed to taking appropriate action including but not limited to:
 - Working with appropriate organisations to improve standards
 - Removing that organisation from our preferred supplier list
 - Passing details to appropriate law enforcement bodies
- The Group is part of The Stronger Together multi-stakeholder initiative aiming to reduce modern slavery, particularly hidden forced labour, labour trafficking and other third- party exploitation of workers. As part of this initiative The Group takes proactive measures as a responsible UK Employer to protect workers and prevent exploitation. All staff, workers or other parties are strongly encouraged to report any concerns or suspicions they might have to the HR Team.
- Local employment agencies - are audited to ensure they are licensed in accordance with the Gangmasters & Labour Abuse Authority (GLAA)
- Training - We conduct training for our procurement/buying team so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain. The Company also provides appropriate training and awareness information to all staff including the leadership team who receive detailed training to help them spot the signs of exploitation in victims and how to resolve any concerns relating to modern slavery and human trafficking.

This statement was approved by the Board of Directors April 2024

Garry Ireland

