



## **Slavery and Human Trafficking Statement**

At Folio Albums, we are committed to improving our practices to combat slavery and human trafficking and ensuring that we uphold and promote human rights in all our business activities. As a UK-based company, we are steadfast in our dedication to acting ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our own business or in any of our supply chains.

### **Organisation's Structure**

We are a provider of high-quality fine art albums and photographic display products located in South Yorkshire, serving a global market with a concentration in the UK, USA and Europe. We are a company driven by values that focus on the respect for all individuals and the importance of conducting business ethically.

### **Our Supply Chains**

Our supply chains include sourcing raw materials that are predominantly related to producing fine art papers and photographic materials. We carefully select our suppliers and ensure transparency in our procurement process.

### **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

### **Risk Assessment**

At Folio Albums, we recognise the importance of identifying and mitigating risks associated with modern slavery and human trafficking within our business operations and supply chain. Our proactive risk assessment process is designed to pinpoint, evaluate, and address these risks to prevent any form of modern slavery.

- **Supplier Audits:** We periodically conduct audits of our suppliers to assess their compliance with our ethical standards, including labour practices and working conditions. These audits help us identify any potential risks related to modern slavery and take corrective actions promptly.
- **Internal Reviews:** Within our operations, we periodically review our hiring practices, subcontractor arrangements, and procurement processes to ensure they are transparent and free from any risk of exploitation.
- **Geographical Risk Management:** We pay special attention to sourcing from regions and suppliers where modern slavery risks might be higher. Through careful selection and continuous monitoring, we aim to mitigate these risks.
- **Employee Training and Awareness:** We ensure that our staff are trained to recognize signs of modern slavery and human trafficking and understand how to report suspected cases. This training is part of our commitment to ensuring that all parts of our business are vigilant against unethical practices.

Through these measures, Folio Albums aims to maintain a resilient operation that actively prevents modern slavery and human trafficking, ensuring our practices remain aligned with our corporate values and legal obligations.

## **Due Diligence Processes for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk:

- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers.
- We maintain a zero-tolerance stance on slavery and human trafficking. To ensure compliance with our values throughout our supply chain, we conduct regular audits of our suppliers, assessing their business practices and adherence to our ethical standards.

## **Goals and Key Performance Indicators (KPIs)**

At Folio Albums, we are committed to continuously improving our practices to combat modern slavery and human trafficking. To measure the effectiveness of our actions and track our progress over time, we have established specific goals and KPIs:

- **Supplier Compliance Rate:** Aim to achieve and maintain a 100% compliance rate with our Anti-Slavery Policy among all our suppliers. This will be measured through annual audits and assessments.
- **Training Completion:** Ensure that 100% of our staff and new hires complete modern slavery awareness training within their first six months of employment. Compliance will be monitored through our HR management system.
- **Incident Reporting:** Develop and maintain a reporting mechanism for incidents related to modern slavery and human trafficking. We aim to have zero incidents, but any reported incidents will be promptly investigated and resolved. Effectiveness will be evaluated by the number of reports received and the resolution outcomes.

These KPIs will help us monitor our effectiveness in combating modern slavery within our business and supply chain and will be reviewed annually to ensure they remain relevant and ambitious.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also encourage our business partners to train their staff and to educate their suppliers and providers about these risks.

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 current financial year.