



Modern Slavery & Human Trafficking Statement

Policy Statement

Thumbs Up (Bury) Limited ("Thumbs Up") is committed to preventing the use of any modern slavery, human trafficking or forced labour in any form either in our own business or in any organisation within Thumbs Up's supply chain. This statement is made in accordance with section 54(1) of the Modern Slavery Act 2025.

Our Organisation

Thumbs Up was incorporated in 1978 and we are one of the largest manufacturers of plastic housewares, storage solutions and gardenwares in the UK. We manufacture from a single site in Bury, Lancashire and together with our associated companies, Thumbs Up Global and Thumbs Up Europe LLP we [can] supply major retailers across the United Kingdom, Ireland and Europe.

Our Commitments Against Modern Slavery

Thumbs Up is committed to preventing modern slavery in all forms both internally and within our supply chain and to this end and to this end we undertake the following actions

- We are a member of SEDEX enabling us to share data with customers and suppliers
- We adopt and adhere to the ETI Base Code (Ethical Trading Initiative) regarding the freedom of all workers from exploitation, discrimination and unfair treatment.
- We undertake an annual SMETA audit (Sedex Members Ethical Trade Audit) conducted by an independent assessor, Bureau Veritas to ensure compliance against the ETI Code.
- We undertake an audit of all new suppliers to our supply chain, to ensure they are aware of and will adhere to our commitments against modern slavery and are aware of the ETI Base Code.

- We adopt a preferred supplier policy so that we only deal with suppliers who have been audited and approved by Thumbs Up.
- When temporary labour is required we use one SEDEX registered agency whom we also audit annually.
- We provide every employee with a copy of our Human Rights and Whistleblower policies to encourage and protect anyone reporting any concerns regarding potential issues in our organisation or our supply chain and provide a safe and confidential process to allow such issues to be raised.
- We engage qualified professionals to identify, investigate and eliminate potential risks of modern slavery and human trafficking.

This statement will be reviewed annually and has been approved by the Board of Directors on 1 April 2026

Signed

Richard McGuinness

Managing Director