

MODERN SLAVERY STATEMENT

This statement has been published in accordance with section 54 (1) of the Modern Slavery Act 2015 and shows our commitment to prevent slavery and human trafficking within our own business and our supply chain for the financial year ending 31st December 2024.

Our business

Papier-Mettler UK Ltd. is part of the Papier-Mettler group which is the European market leader in the segment service packaging made of paper and plastic and one of the market-leading manufacturers of flexible packaging. We are working with our managers to ensure they have a robust understanding of modern slavery and to our knowledge the impact on our workforce is low and we will continue working to ensure it stays that way. We employ nine people.

Our Commitment

We are continually reviewing all HR policies and procedures as well as our recruitment process to ensure that we are improving our eligibility checks for employees to be compliant with relevant legislation. We remain committed to our zero-tolerance policy towards modern slavery and we are committed to regularly reviewing and continuously developing our approach.

We have reviewed our Bullying and Harassment, Disciplinary and Grievance Policies so that employees have a process for raising concerns about the business or the way that people are treated.

Training

Papier-Mettler UK Ltd. has no own HR department. Our main HR department in Germany is well educated and is only working together with specified employment agencies.

Supply Chain

We mainly purchase goods from associated companies and they are members of SEDEX and are regularly audited using the SEDEX Member Ethical Trade Audit (SMETA) which is based on the Ethical Trading Initiative (ETI).

Relevant Policies

The Papier-Mettler Group operates f.e. the following policies that describe our approach to prevent slavery and human trafficking in its operations:

- Whistleblowing policy, we encourage all our employees, customer and business partners to report any concerns related to the direct activities or supply chains of our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline.

- Code of Conduct, our code makes it clear to employees the actions we expect of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- Recruitment: We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before we accept workers from that agency.

Due Diligence

We undertake due diligence when considering taking on new (external) suppliers, and regularly review our existing suppliers. Our due diligence and reviews include:

- Participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking in particular such as participation in Stronger together initiatives
- Check suppliers regarding their labour standards, compliance in general, and modern slavery and human trafficking in particular.
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship
- We work closely with the companies who are supplying our outsourced staffing such as cleaning and security, ensuring in the recent change for security the transfers was handled with the employees at the forefront and that they had the relevant understanding on tackling modern slavery and what training they are providing.

Remedial Action

If any potential victims of modern slavery are identified then we will notify the relevant law enforcement organisations and work together to resolve issues.

Governance

We are mainly reselling packaging products that we have bought from the Papier-Mettler Group. The production companies are members of SEDEX and are regularly audited. Regarding third party purchases please see above the steps mentioned in the section Due Diligence.

More details can also be found on our websites.

If you need help you can contact the Modern Slavery Helpline on 08000 121 700 or you can visit their website at <https://www.modernslaveryhelpline.org>

Michael Mettler

Managing Director

June 2025