

## 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 2022.

### 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 believe the impact on our workforce is low and we will continue working to ensure it stays that way.

### 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.

### Supply Chain

Our commitment to zero-tolerance means that we will need to continually work with our suppliers, which covers suppliers of raw materials, equipment and packaging from across Europe and within the UK and so this will mean that we will need to review and modify our processes on a regular basis.

### Next Steps to prevent modern slavery in our business

- Complete review all HR policies and procedures.
- Incorporate a request for Modern Slavery information in our annual check of suppliers.
- Establish a Whistleblowing Policy and give staff the opportunity to raise issues.
- Review Business Code of Conduct and issue to contractors.

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

January 2023