

## Modern Slavery Policy Statement

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This statement is made in accordance with the Modern Slavery Act (2015) and explains the measures Denmaur Independent Papers Ltd (Denmaur) has implemented to ensure that modern slavery and human trafficking does not operate within our business.

As an independent paper and board merchant based in the UK and serving the domestic print and publishing markets, Denmaur Independent Papers operates in compliance with the UK employment legislation. We have a dedicated HR department with policies and procedures to ensure employment rights and rules are implemented and maintained. Furthermore, as a company that is certified to, and annually audited against, the FSC<sup>1</sup> and PEFC<sup>2</sup> management standards, we are also obliged to demonstrate compliance to ILO<sup>3</sup> conventions and core labour standards.

We acknowledge that there could be a risk, by association, of modern slavery and human trafficking through our supply chains. We have therefore implemented a robust Procurement Policy that ensures (i) we sell paper stock products that are from known, sustainable and legal sources; and (ii) that we do not use suppliers who use, or allow the contracted use of, underage or forced labour practices, or who fail to demonstrate a provision of suitable working conditions and fair employee remuneration.

Our Procurement Policy is supported with a Supplier Sustainability Register which is itself subject to an annual quality and environmental audits<sup>4</sup>. The register contains measurable data that is updated and recorded to demonstrate that risks associated with quality and environmental compliance, as well as modern slavery and human trafficking activities, have been assessed and mitigated. In the event we are unable to obtain sufficient data against a supplier, we would require a written compliance statement prior to the commencement, or the continuation, of any business.

Staff training and awareness on modern slavery and human trafficking will be managed via internal site audits, with relevant information made available on the Company's internal systems. The Board of Directors will be responsible for implementation of this policy, providing the necessary resources to ensure its application and compliance throughout the next financial year.



Nick Gee  
Managing Director

May 2022

<sup>1</sup> Forest Stewardship Council (FSC-STD-40-004 V3-1)

<sup>2</sup> Programme for the Endorsement of Forest Certification (2002:2022)

<sup>3</sup> International Labour Organisation

<sup>4</sup> Denmaur is also certified to ISO 9001(2015), ISO 14001(2015) and BRCGS

### Denmaur Group

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