

# ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

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## ***Organisational structure***

We are a manufacturer of disposable medical and personal protective equipment (PPE), polyethylene products and a leading supplier of consumer gloves and cotton based health/beauty products.

Polyco Healthline Limited's head office and distribution facilities are situated in the UK, whilst manufacturing takes place with our partners in Asia and Europe at various locations.

## ***Our Business***

Our business is organised into three areas;

- Professional, which supplies PPE equipment - primarily gloves, workwear, janitorial products, paper products and embroidery / heat seal services.
- Consumer, which supplies household gloves and associated consumer products such as cloths as well as our cotton wool range.
- Medical, which supplies surgical and medical examination gloves, pulp products, polyethylene products, medical equipment and infection control products.

All three areas are supported by central functions such as finance, supply chain, procurement, sales, customer services, marketing and technical departments.

## ***Our Supply Chains***

Our supply chain includes the sourcing of both raw materials and finished goods for the medical, professional and consumer markets.

## ***Our policies and responsibility 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. Polyco Healthline is committed to acting ethically in all social and environmental aspects and our anti-slavery and social accountability policies reflects this. We are committed to acting with integrity in our business relationships, and take all reasonable and practical steps (including factory and warehouse inspections and audits) to ensure that our standards are being implemented throughout the businesses of our suppliers and that all relevant local legislation and international regulations are complied with. This involves:

- Communication with suppliers to ensure an understanding of the Modern Slavery Act and our policy.

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- Conduct risk assessment and information exchange through our social responsibility code of conduct.
- Review supplier performance through audit of the code of conduct and on-site activities (where required).
- Conduct annual review of our social accountability and anti-slavery policies and performance.

Management programmes for key performance measures and improvements have been established and were implemented during 2016.

We shall assess any instances of non-compliance on a case-by-case basis and will then tailor any necessary remedial action appropriately.

### ***Supplier Adherence to our values***

We encourage complete transparency with our suppliers, assisting where necessary to improve practices, however, we have zero tolerance of slavery and human trafficking. We expect all those in our supply chain and partners to comply with our values. Polyco Healthline will only trade with those suppliers who fully comply with this policy or those who are taking verifiable steps towards compliance.

### ***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 relevant members of staff. This includes training from the Stronger Together organisation <http://stronger2gether.org/>, who continue to provide us with updates on the subject and continued review and support from the National Health Service Labour Standards Assurance system.

### ***Our effectiveness in combating slavery and human trafficking***

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Pre-selection audits of potential supply partners
- Records from supply partners with regards to maintaining their own quality and social accountability assurance systems
- Use of third party auditors to check supply partners
- Continued high levels of communication and personal contact with our supply partners to reinforce their understanding of, and compliance with, our expectations.
- Corporate governance through building long term trusted and open relationships throughout our supply chain.

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Due diligence with regards to human rights and social accountability is integral to the management programmes that address potential risks and implement improvement.



**Summary**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

Should any concerns arise or suspicious activity be noted then these need to be reported to our Head Office (020 8335 3636) and shall be treated in complete confidence.

This statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis.

**Approval Signature:**

A handwritten signature in blue ink, appearing to read 'D Greenwood', is written over a faint blue grid background.

**Date:** 21 March 2017

**Approval Name:**

David Greenwood

**Position:** Director

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