

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

30 September 2022

We, Accrol Group Holdings Plc, make this statement pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act).



INTRODUCTION

We acknowledge and respect our obligations under the Act and are committed to improving our practices to eradicate slavery and human trafficking.

This statement outlines our policies and actions to understand all potential modern slavery and human trafficking risks and take the necessary steps to address those risks and prevent instances within our business and across the supply chain.



ORGANISATION STRUCTURE

Accrol Group Holdings Plc is a manufacturer of soft tissue products supplying branded and private label tissue paper products to major retailers in the household sector. It is a public limited company registered in England and Wales (company no. 09019496).

This statement is applicable to the Group Company, and all other Companies in the Group:

- Accrol Uk Limited - 09010320
- Accrol Holdings Limited - 07037097
- Accrol Papers Limited - 03639930
- John Dale Limited - 02479498
- Leicester Tissue Company Limited - 08786053



SUPPLY CHAINS

Our supply chains include paper mills, packaging manufacturers and service providers located from within the UK and internationally. As part of our procurement procedures, we require our supply base to provide information about their ethical trading systems and practices in their businesses. As part of our ESG strategy, we are committed to developing ever closer relationships with our suppliers and their businesses. This will enable us to promptly identify and eradicate any Modern Slavery risks.



OUR EMPLOYEES

Necessary use of temporary labour can pose a high risk of human trafficking. Accordingly, we have robust audit procedures in place to ensure fair and compliant practices are adopted and to prevent labour exploitation and modern slavery. Our audit procedure is reviewed regularly in accordance with the Ethical Trading Initiative Base Code and under guidance from the Gangmasters and Labour Abuse Authority. Our strategic objective is to remove the necessity of temporary labour within our operations, and we have made significant progress in this area through investment over the previous 12 months.



OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We operate in accordance with the Ethical Trading Initiative Base Code, hold membership with SEDEX, the Supplier Ethical Data Exchange, and are independently audited to ensure our systems and standards are legally compliant, fit for our business and are sufficiently maintained.



DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We provide all of our employees with employment rights information as part of their induction on commencement and provide ongoing relevant information in our Ethical Trading Policy Manual. We provide specific training to all colleagues on Modern Slavery through our internal Learning Hub and we encourage our workforce to report any related concerns in confidence and provide our employees with access to an independent whistleblowing "Speak Up" service. We are committed to dealing with any suspected breaches of the Act seriously and with urgency.

We shall continuously work to improve our systems and policies. This statement has been approved by Accrol Group Holdings PLC board of directors and will be reviewed annually.

This statement will next be reviewed before 30 September 2023.

Gareth Jenkins
Chief Executive Officer