



Modern Slavery statement

Esterform Packaging Ltd will not tolerate forced, bonded or compulsory labour, human trafficking and other kinds of slavery or servitude within its own organisation or within its supply chain.

We recognise that modern slavery is a complex supply chain issue and take every necessary action to understand all potential modern slavery risks, related to our business and to put in place steps that are aimed at eliminating these risks in our business or anywhere in our supply chain.

We understand that we have a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensure our supply chains demonstrate the same commitment.

We are members of the Ethical Training Initiative (ETI) and are audited by third parties. The results of these audits are published on the Supplier Ethical Data Exchange (SEDEX).

Our supply chain includes suppliers of raw materials from across the globe, suppliers of engineering parts and services from the UK and Europe, suppliers of professional services from the UK, Europe and the rest of the world.

We expect our suppliers and contractors to demonstrate a zero tolerance approach to exploitation. We will conduct thorough investigations into any suspected instances of slavery or human trafficking.

We undertake due diligence, when considering taking on new suppliers and regularly review our existing suppliers to ensure they are in compliance with ethics, specifications and all relevant legislation.

Group Ethical statement

Esterform Packaging Ltd believes in equality and is driven to ensure our business and all its employees adhere to the highest standards of ethics.

We strive to ensure safe & hygienic working conditions, treat workers with dignity and respect, and act ethically and within the law in our use of labour.

We work with our suppliers to ensure they meet the same standards we comply with, offering assistance where appropriate.

We do not discriminate when hiring, in access to training, promotion, compensation, termination or retirement. We comply with national laws for all our operations, ensuring our employees are treated in accordance with recognised standards and legislation.

We operate a comprehensive company handbook, which affords compliance with employment law and associated legislation, to ensure our employees are aware of their rights and those of the business.

All our employees receive relevant training, performance assessments and any further, supplementary training where identified.

These statements relate to actions and activities during the financial year, 1st January 2022 to 31st December 2022. These statements are reviewed and endorsed by Esterform's board of directors for the same time period.

A handwritten signature in black ink, appearing to read 'M. J. Byrne'.