

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

Organisational Structure, Business and Supply Chains

We are a procurer, supplier and distributor of chemicals. Carrying out blending and repacking activities and are an independent company operating within the UK.

Our business comprises one manufacturing unit and associated head office support based at:

Caldic (UK) Ltd
Stainsby Close
Holmewood
S42 5UG.

Our supply chains are global wholesale or retail suppliers of chemicals, filling materials, packaging materials, manufacturing machinery and office supplies.

Policy on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere within our supply chains.

Due Diligence

We consider ourselves to be a 'low risk' business with regard to modern slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit from outside the UK or use agency workers.

Assessing and Managing Risk

We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain. We are introducing systems to identify, assess and monitor potential risk areas.

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All of our suppliers are assessed using our supplier approval processes, in line within globally approved standards. Furthermore, our suppliers are required to adhere to our Code of Conduct which specifically prohibits the use of forced labour.

Effectiveness in Combating Modern Slavery and Human Trafficking

We have zero tolerance to modern slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a modern slavery and human trafficking policy in place and that they require the same from their suppliers.

We have introduced certain Key Performance Indicators (KPIs) to allow us to assess and review the effectiveness of the steps that we have taken to ensure that slavery and human trafficking does not take place in any part of our business or our supply chains.

Training

We are providing appropriate training to all new and existing employees on matters of modern slavery and human trafficking. In 2024, this has moved onto a tailored, online system. Employees are also required to sign up to the Caldic Code of Conduct with specific areas highlighting issues associated with this statement.

This statement was approved by **Richard Ebanks**, Managing Director, Caldic UK Ltd. on 11th November 2024

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