



Q2.9 Anti-Slavery and Human Trafficking Policy



Emily Price

Introduction

Modern slavery and human trafficking involve the exploitation of people through force, threat, or deception. It is illegal and violates fundamental human rights.

Policy Statement

Kingsley Plastics Ltd strictly prohibits modern slavery and human trafficking in our operations and supply chain. We are committed to implementing systems and controls to ensure these practices do not occur within our organisation or supply chains. We expect our suppliers to uphold the same high standards. Non-compliance can lead to reputational damage, loss of customers, reduced profits, and legal penalties.

Commitments

We expect everyone working with us or on our behalf to support and uphold the following measures:

- **Zero-Tolerance:** We have a zero-tolerance approach to modern slavery in our organisation and supply chains.
- **Responsibility:** Preventing, detecting, and reporting modern slavery is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to a breach of this policy.
- **Engagement:** We are committed to engaging with stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- **Risk-Based Approach:** We assess contracting processes and include specific prohibitions against modern slavery where warranted. We may require

- suppliers to comply with our Code of Conduct.
- **Third-Party Compliance:** Employment and recruitment agencies and other third parties supplying workers must confirm their compliance with our Code of Conduct.
 - **Audits:** We may carry out audits of suppliers to ensure compliance with our Code of Conduct.
 - **Action on Breaches:** If individuals or organisations working on our behalf breach this policy, we will take appropriate action, which may include remediation or terminating relationships.

Definition of Terms

- **Modern Slavery:** Encompasses slavery, servitude, forced and compulsory labour, bonded and child labour, and human trafficking.
- **Human Trafficking:** Facilitating the travel of another person with a view to exploitation.

Relevant Legislation

- Modern Slavery Act 2015

Individual Responsibilities

Every employee and associate is responsible for reporting where they have suspicions or concerns regarding modern slavery or human trafficking. Employees should raise concerns with their line manager or an appropriate director. Non-employees can raise concerns directly with Mark Manley, Managing Director.

- **Managing Director:** Sets the overall policy on anti-slavery and human trafficking.
- **Management Team:** Ensures compliance with the policy.

Non-compliance may result in termination of contract and legal penalties.

This policy is approved by the undersigned and is supported by all the levels of management within the organisation. All personnel shall be guided by the contents of the SHEQ Management System and no deviation from the methods and procedures set down shall be permitted. This policy applies to everyone working for or on behalf of us, including employees, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, and suppliers. This policy is under continuous review.




Name - Mark Manley

Role - Managing

Director

Date - 09/05/2025

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