

Modern Slavery Policy Effective January 1, 2024

This statement is made pursuant to s.54 (1) of the Modern Slavery Act 2015. This policy statement is made for year ending 31st December 2024.

Background

The Modern Slavery Act came into force in the UK in October 2015. The Act creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking (“Modern Slavery”) and introduces tougher penalties and sentencing rules. Whilst ensuring that the National Crime Agency, the Police and other Law Enforcement agencies have the power to pursue, disrupt and bring to justice those engaged in human trafficking, slavery, servitude and forced labour it also introduces measures to enhance the protection of victims of slavery and trafficking.

Our Business

Steelite International is leading manufacturer and distributor of tabletop products into the global hospitality market. With over 1,100 dedicated employees, Steelite International has operations in the United Kingdom, United States, Canada, Mexico, Netherlands, Germany & Australia. Steelite International has an extensive supply chain sourcing of both products and materials from around the world.

Steelite International is committed to preventing Modern Slavery within its operations and supply chains. We recognize our responsibility to take steps to ensure that slavery and human trafficking is not taking place in any part of our business.

Policies and Procedures

Commitment to Compliance: We are committed to ensuring that all our activities comply with relevant laws and regulations related to Modern Slavery.

Supply Chain Due Diligence: We will conduct due diligence on our supply chains to assess and address the risk of Modern Slavery. This includes assessing the policies and practices of our suppliers and taking steps to mitigate any identified risks.

Supplier Code of Conduct: We will work with our suppliers to ensure that they adhere to the principles of this policy. We will communicate our expectations regarding anti-slavery and human trafficking measures and encourage our suppliers to implement similar policies.

Employee Awareness and Training: We will provide training to our employees to raise awareness about Modern Slavery. This training will emphasize the importance of promptly reporting any concerns or suspicions.

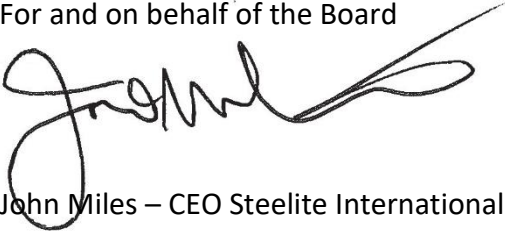
Reporting Channels: We encourage the reporting of any concerns related to Modern Slavery. We have established clear channels for reporting, and all reports will be treated confidentially. We will not tolerate any retaliation against those who report in good faith.

Investigations and Corrective Actions: If we become aware of any violation of this policy, we will promptly investigate the matter. If a violation is substantiated, appropriate corrective actions will be taken, which may include terminating relationships with suppliers or taking disciplinary action against employees.

Continuous Improvement: We are committed to continually reviewing and improving our processes to prevent and address Modern Slavery. We will engage with stakeholders, NGOs and industry groups, to stay informed about best practices.

Communication: We will communicate our commitment to preventing Modern Slavery. This policy statement will be made available to the public and stakeholders through appropriate channels.

For and on behalf of the Board



John Miles – CEO Steelite International