

L&S PRINTING

Modern Slavery and Human Trafficking Statement

1. Summary

Section 54 of the United Kingdom Modern Slavery Act 2015 ("MSA") requires certain businesses to disclose concerning their efforts, if any, to ensure there is no modern slavery or trafficking in their organisation or supply chain.

This obligation applies to L & S PRINTING and the following statement is made pursuant to Section 54 of the MSA.

2. Description of business and supply chain

2.1 *Description of company group structure*

L & S PRINTING is an award winning family business that has been trading since 1981. We have achieved a number of international and industrial accreditations, and are current members of the 'British Printing Industry Federation'.

- ISO 27001 INFORMATION SECURITY MANAGEMENT
- FSC – FOREST SEWARDSHIP COUNCIL
- BPIF – BRITISH PRINTING INDUSTRY FEDERATION

Business of L & S PRINTING group

2.2

L & S PRINTING takes its legal obligations and duties of Corporate Social Responsibility very seriously. We also take extremely seriously our legal and compliance obligations in our business conduct and strive to observe these.

2.3 *Description of policies*

L & S PRINTING adopts a zero tolerance stance in relation to modern slavery and human trafficking. We only engage workers where labour has been freely chosen (see further Section 5 below).

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We will not work with suppliers where it comes to our attention that they have been involved in offences related to forced labour and child labour. Likewise, we will not tolerate any employee of the Sunspot group being involved in slavery or trafficking.

2.4 Description of our supply chain

L & S PRINTING has a large supply chain, comprised of the types of vendor expected for a business of our size and scale. Our principal suppliers are ink and paper manufacturers. Other suppliers include suppliers of various printed media, i.e. vinyl's, acrylics, etc.

3. Due-Diligence

L & S PRINTING may undertake on-site inspections of material suppliers, these checks being carried out by its own staff.

As part of the inspection process, we require suppliers to divulge to us information about their business practices. Inspectors will raise any red flag issues they perceive regarding any visit. To date, none of our inspections have resulted in any discoveries of incidences related to forced labour or human trafficking.

L & S PRINTING is willing to terminate relationships with suppliers where they are found to present an unacceptable risk in terms of their modern slavery or human trafficking exposure.

4. Training

L & S PRINTING is currently taking steps to raise awareness for key staff on issues related to modern slavery and human trafficking issues.

In particular, as we have mentioned above, we consider it important that employees have a good awareness of slavery issues. We are also keen for staff involved in our recruitment / HR function or in procurement (purchasing) activities to have a good awareness of these matters as they are the most likely within the organisation to encounter them in their day-to-day duties.

5. Employment

In the context of our own organisation, we are committed to the principle that those who work for us must have chosen their work freely and must be treated with dignity. L & S PRINTING is committed to paying its workers no less than the living wage in the UK. As an organisation, L & S PRINTING is living wage accredited in the UK.

L & S PRINTING will take very seriously any instance of suppliers being involved directly or indirectly in modern slavery or human trafficking. We will not tolerate any of its officers or employees being involved in modern slavery or human trafficking. Any such employee can expect to find themselves the subject of serious disciplinary actions in accordance with our employment manual and contract of employment.

It is also the intention of L & S PRINTING to set up a whistleblowing hotline through which employees can raise any suspicions they may have from time to time that modern slavery or human trafficking may be taking place in L & S PRINTING or supply chain. Employees will be reassured that where suspicions are reported in good faith, they will receive no sanction if these ultimately turn out to be unfounded.

6. Risk assessment

L & S PRINTING has considered the nature of its operations and supply chain and identified no providers as carrying an elevated risk with regard to modern slavery and human trafficking. We are therefore committed to ensuring our own workforce are made aware of this risk.

7. Effectiveness of policies

We will keep our slavery and human trafficking policies and due diligence processes under review to ensure their effectiveness in achieving the desired results.

This statement was approved by the Board of Directors on 23rd July 2020.

Name Aaron Lomasney



