

Modern Slavery Statement

This statement has been published in accordance with the provisions of the Modern Slavery Act 2015 (the “Act”). It sets out the steps taken by Plastribution Limited (“PLB”) during the financial year ending March 2021 to prevent modern slavery and human trafficking in its business and supply chain.

Structure and Supply Chain

PLB is a subsidiary of ITOCHU Europe PLC. PLB is a distributor of plastic raw materials that consists of the following trading divisions:

- Plastribution (thermoplastics)
- Plasfilms
- Plasfoils
- Plascoatings
- Elastribution
- Aplas

Currently, PLB has 79 employees and is headquartered in Ashby-de-la-Zouch, United Kingdom with business partners based in Asia, Europe, Americas, and the Middle East.

PLB procures from a range of suppliers; most of which are multinational, large suppliers but it does have business partnerships with small to medium-sized businesses. PLB recognises that its raw materials suppliers often have suppliers of their own and therefore appreciates the need for due diligence throughout the supply chain.

Policies

PLB has coherent policies that apply to all trading divisions. We have a robust stance against slavery and human trafficking, this is reflected in our current policies and our approach to business transactions and employment. PLB has a commitment to trading ethically and with integrity. To do this, we have:

- *Code of Conduct*
States the commitment of PLB employees to compliance of applicable laws when conducting business transactions.
- *Anti-Bribery and Anti-Corruption Policy*
States the commitment of PLB employees and business partners to help prevent corruption and bribery.
- *Ethical Trading Policy*
Sets out the framework that PLB expects all employees and business partners to work to ensure an ethical supply chain in all business transactions.

Due Diligence

PLB has an Ethical Trading Group that is dedicated to ensuring compliance with applicable laws and the Ethical Trading Initiatives (ETI) base code. It comprises of personnel from all trading divisions and:

- Managing Director
- Commercial Director
- Legal, Compliance and HSE Officer
- Quality Manager

The Ethical Trading Group is charged with formulating, implementing, and reviewing the Ethical Trading Policy and identifying risks of modern slavery with our supply chains.

Risk Assessment

PLB as part of its ethical trading initiative will evaluate suppliers and identify risk by conducting an audit. The extent of the audit will depend on factors such as:

- Corruption Perceptions Index (CPI) Score
- Freedom House Status
- Product
- Quality Management System
- External Certification
- Company Ownership Structure

The outcome of the audit will be mapped and reviewed.

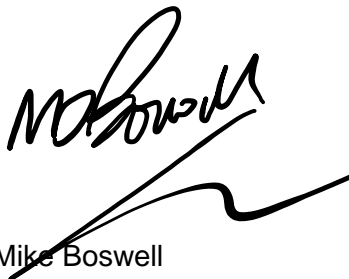
Training

PLB staff are trained in Corporate Compliance annually and this includes human rights. Training includes policy provisions and compliance updates. This training is mandatory for all employees.

Effectiveness

PLB is committed to continuous improvement and this includes measuring and improving our ethical and due diligence with regards to modern slavery and human trafficking. As forementioned, PLB has an Ethical Trading Group that meets regularly to review processes with regards to ethical trading.

This statement is made in pursuant of section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Plastribution Limited for the financial year ending March 2021. It has been approved by the Board of Directors.



Mike Boswell
Managing Director

01 April 2021