

Modern Slavery Policy Statement 2023

ALBIS (U.K.) Ltd is publishing this statement under the provision of the UK Modern Slavery Act 2015 (the 'Act') and refers to the financial year ending 31 December 2023.

Modern Slavery is an unquestionable and indispensable violation of an individual's basic human rights and can occur in many forms, be it slavery, servitude, forced or compulsory labour or human trafficking. As part of the Otto Krahn Group, and the plastics industry, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

We are strongly committed to playing our part in preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

The policy applies to all persons working for or on our behalf in any capacity including employees, directors, officers, agency workers, contractors, consultants, interns and any other third party representative.

We expect all who have, or seek to have a business relationship with the company to familiarise themselves with this policy and to act at all times in a way that is consistent with its values.

Tackling modern slavery requires us all to play a part and remain vigilant to the risk in all aspect of our business and business relationship.

Current Activity

To underpin our policy commitments ALBIS (U.K.) Ltd continues, along with the Otto Krahn Group Board, to review and improve its efforts at minimising the potential for human trafficking and slavery of any form in our supply chain. These efforts include, but are not limited to:

1. Understanding which parts of our own business and which of our supply chains are most at risk from modern slavery.
2. Conducting supplier audits – our Group Quality Manager and Partner Relationship Team work with suppliers in the UK, Europe, the U.S. and in Asia.
3. Developing and implementing procedures for suppliers (both new and existing) to certify that they are acting in a manner consistent with ALBIS UK and Otto Krahn standards.
4. Continued development and implementation of procedures to evaluate and track supplier compliance with ALBIS UK and Otto Krahn standards for human trafficking and slavery in the supply chain.
5. Terminating our relationship with suppliers that fail to improve their performance in line with an action plan or violate our Otto Krahn Group Code of Conduct.
6. Conducting on-going training on the Otto Krahn Group Code of Conduct.

We operate the following policies that assist our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

Whistleblowing – we encourage all our employees, to report any concerns relating to unlawful conduct, harmful behaviour, malpractice, dangers to the public or the environment, and any other matter of a serious nature.

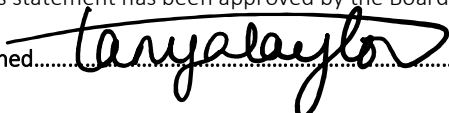
Otto Krahn Code of Conduct / Global Ethic Guideline – sets out the Group's core values which we expect to be observed throughout the Company and helps support our employees in applying these values and principles in the workplace. The Group ensures it continues to reflect not only it's values but also any new legislative requirements. The Company Code of Conduct is available on the group website at www.ottokrahn.group/en/about-us/corporate-governance and the latest Modern Slavery Policy can be found as an appendix in the 'People Policy'.

Training. The Company is ensuring that all employees working in supply chain management and relevant roles complete refresher training on how to assess the risk of slavery and human trafficking in relation to various aspects, how employees can identify the signs of slavery and human trafficking and what should be done if this activity is suspected.

Awareness refresher training is provided for all members of the board and any other staff in relevant and appropriate roles.

Board Approval

This statement has been approved by the Board of Directors of ALBIS (U.K.) Ltd who will review and update it annually.

Signed.......... Tanya Taylor, (Finance Director) Date:25/03/24