

Codex Solutions Limited 2019 Modern Slavery and Anti-Human Trafficking Policy

Introduction

Codex Solutions Limited recognise that modern day slavery, human trafficking and worker exploitation are significant problems in our global society. As a responsible employer, we support the legislation introduced by the UK government to help address these issues.

This policy sets out our commitment and the steps we have taken to reduce the risk of slavery and human trafficking occurring within the business or our supply chain.

Codex Solutions Limited provide a wide range of contract packaging services – including; Shrink Wrapping, Flow Wrapping, Over Wrapping, Hand Packing and Labelling. We currently operate from a 38,000 sq. ft secure premises in Leighton Buzzard.

We work to ISO 9001 standards and have received ISO 14001 accreditation. We also have received BRC Global Standard for storage and distribution.

Our entire team, from senior management to production staff are vastly experienced and trained to the highest of standards.

Our Business Operating Principles

We conduct our business ethically and with integrity. To demonstrate our commitment and compliance with current legal and ethical best practices we are working towards becoming independently audited by a Supplier Ethical Data Exchange (SEDEX) audit company. The audit covers all aspects of our business in areas such as Health and Safety, Business Ethics and the Environment. When completed our business will also be registered on the SEDEX on-line system.

As a SEDEX member we will conduct our business activities in accordance with the Ethical Trade Initiative (ETI) Base Code. The ETI promotes workers' rights around the globe and its Base Code sets minimum standards in areas such as worker safety, fair pay and freedom of expression. These standards are central to the SEDEX audit process.

Our employee recruitment process for both permanent and temporary employees will involve an evaluation of documentary proof that individuals are entitled to work in the UK. We meet the National Minimum Wage and the National Living Wage and offer holidays and other benefits required by statute.

Our Business Supply Chain

Codex Solutions Limited has established long term relationships with various suppliers. We expect businesses or individuals who supply us with products or services to share our ethical values and be responsible in taking reasonable steps to guard against exploitation, within their business, and their own supply chain. Our commitment to ensuring compliance with the Modern Slavery Act and the Ethical Trading Initiative base code is incorporated in supplier selection, evaluations and approval process.

We believe this is a proportionate approach, as it is not practical for us or our suppliers to have direct contact at every level in the chain.

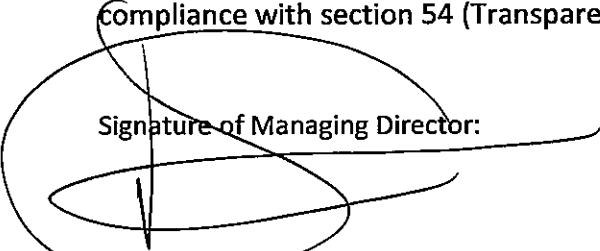
Raising Awareness within Codex Solutions Limited

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we incorporate policy awareness and training within the company induction training programme. Furthermore continued awareness is achieved by displaying copies of our policy on the company website, as well as internal notice boards.

Our Director is aware of the content of this policy and our continued commitment to comply with the Modern Slavery Act and the Ethical Trading Initiative base code, he will ensure awareness of the Act and Initiative is disseminated throughout the business.

We have a Whistleblowing policy to reassure employees that they may raise concerns about suspected malpractice safely and without fear of retribution.

This Policy will be reviewed and updated annually for each financial year to ensure continued compliance with section 54 (Transparency in supply chains) of the Modern Slavery Act 2015.

Signature of Managing Director:

Codex Solutions Limited