

# Modern Slavery & Human Trafficking Statement

## Financial year 2021



Brandart Ltd will never knowingly engage with any person or business involved in modern slavery or human trafficking.

To comply with the Modern Slavery Act 2015, commercial organisations with a turnover above £36 million must publish a statement in accordance with Part 6: 54 'Transparency in supply chains etc.'

Brandart Ltd is under the £36 million threshold and is committed to helping eradicate slavery and human trafficking. We have a responsibility to ensure there is no violation of human rights anywhere within our business and its supply chain.

### Our Values

We recognise that the presence of our company within the international trading market has a direct impact both at home and abroad. Our Responsible Trading Policy, known as the 'Purple Circle' is based around four key areas of responsibility, Ethical, Social, Quality, Environment, which are embedded within our daily activities.

### Our business structure

Brandart Ltd supplies branded merchandise to the tourist attractions industry throughout the UK, Europe, Middle East, Asia and USA.

The head office is based in Colchester, UK and it has approximately 10 employees. Our supply chain comprises manufacturing facilities based within China and Europe and goods are then imported into the UK where client specific branding is applied at our partner printers based in Wales.

### Our policies

Our company policies include:

- Ethical trading, incorporating ILO Human Rights principles
- Modern Slavery & Human Trafficking
- Health & Safety
- Supplier Compliance

Our employee related policies include:

- Anti-bribery
- Whistleblowing

### Due diligence processes

We have a dedicated Compliance Team who work on a continuous programme of auditing our suppliers and processes to ensure compliance with our policies so that we can build a transparent picture of our supply chain. This process delivers assurance that our suppliers maintain the standards that Brandart expects in accordance with its moral responsibilities.

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## Steps to manage and assess risk

The current procedure for monitoring our supply chain includes:

- Social audits with a validity period of 2 years are required for all factories producing Brandart goods
- A Brandart questionnaire is required where an international recognised audit scheme is not available.
- Audit documents are reviewed in accordance with the ETI Base Code. Any factories found to be in breach of the ETI base code are immediately de-listed.
- Factories are graded against a set of pre-defined criteria and if required improvement plans are proposed. Factories which do not show a commitment to improving are de-listed and an exit strategy is implemented.

## Training

The Home Office have published a Modern slavery awareness booklet that all Brandart staff have access to. This includes information on how to recognise the many types of Modern slavery including, labour exploitation, domestic servitude, sexual exploitation and criminal exploitation.

The booklet also gives advice on how and when to report concerns.

Brandart Ltd will not knowingly engage with any person or business involved in modern slavery or human trafficking. Through our clear company policies, we have been able to identify the areas within our supply chain that are most at risk and continue to take steps to monitor these areas to ensure our business activities are free from slavery and trafficking.