EDPAK LIMITED

Modern Slavery & Human Trafficking Statement — Version 3.0

1. Purpose and Status of This Statement

This statement explains the approach EDPAK LIMITED takes to preventing modern slavery and human trafficking in its business and supply-chain relationships. EDPAK has a zero-tolerance approach to modern slavery and is committed to acting ethically and transparently.

EDPAK will review whether the statutory annual modern slavery statement requirements apply to the company based on its turnover and other applicable criteria. This document should not be read as an assertion that EDPAK is legally required to publish a Section 54 statement unless those criteria are met.

2. What Is Modern Slavery?

Modern slavery is an umbrella term covering serious forms of exploitation including slavery, servitude, forced or compulsory labour and human trafficking.

3. EDPAK’s Commitment

EDPAK will not knowingly enter into or continue a business relationship where a party is involved in modern slavery or human trafficking. Where a serious concern arises, EDPAK will assess the circumstances, take proportionate action and, where appropriate or legally required, report concerns to the relevant authorities.

4. Scope

This statement applies to EDPAK’s directors, employees, contractors, consultants, suppliers, service providers, business partners and other relevant third parties.

5. Supply-Chain Expectations

EDPAK expects relevant suppliers, service providers and business partners to respect applicable employment, human-rights and anti-slavery laws and to maintain appropriate controls for their own operations and supply chains.

Where proportionate to the risk, EDPAK may request information or relevant policies from suppliers and business partners and may consider modern-slavery risks as part of supplier due diligence.

6. Due Diligence and Risk Management

- Maintain a UK-focused operating model and assess material supply-chain risks.
- Where appropriate, establish longer-term relationships with reputable suppliers and service providers.
- Use proportionate supplier and third-party due diligence.
- Consider relevant employment and labour-practice risks when onboarding staff or suppliers.
- Provide a route for concerns to be raised and investigated.
- Take proportionate action where credible concerns are identified.

7. Recruitment and Employment

- Right-to-work checks will be completed where required by law.
- EDPAK will comply with applicable minimum age and minimum wage requirements.
- EDPAK will not knowingly use forced, compulsory or trafficked labour.
- Recruitment and employment practices should be transparent and lawful.

8. Training and Awareness

EDPAK will provide appropriate information or training to relevant personnel so that they can recognise and report concerns about modern slavery and human trafficking, proportionate to the risks associated with their roles.

9. Reporting Concerns

Employees, contractors, suppliers and other relevant parties should raise concerns as soon as reasonably possible with the company director or another appropriate EDPAK contact. EDPAK will consider concerns seriously and take appropriate action. Where required or appropriate, concerns may be referred to relevant authorities.

10. Monitoring and Review

The company director is responsible for overseeing this statement and reviewing EDPAK's approach periodically. The statement will be updated where there are material changes to EDPAK's business, supply chain, risk profile or applicable legal requirements.

Document Management

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