

## STATEMENT AGAINST SLAVERY AND HUMAN TRAFFICKING

### Introduction

The Modern Slavery Act 2015 was introduced with the purpose of targeting offences related to slavery and human trafficking. As such, provisions in the Act make transparency in the supply chain a requirement for any commercial organisation supplying goods or services in the UK.

Many modern supply chains are incredibly complex. PA Promotions quality management systems, for which we have achieved ISO 9001 accreditation, combine an understanding of best practice with a fully integrated solution to manage risk effectively and prevent modern day slavery.

### Organisation Structure

PA Promotions Ltd Limited headquarters are based in Cardiff, Wales, UK. We are a leading supplier of printed promotional items, branded merchandise. Decorated clothing and corporate gifts.

### Supply chains

The PA Promotions supply chain includes the sourcing of gift products suitable for all promotional marketing requirements and customisation.

### Company Policies and Procedures

PA Promotions is confident that it has a robust system for monitoring its supply chain, and has a zero tolerance to any factory/manufacturer/supplier that is found to be engaged in human trafficking and slavery.

We use Sedex reports for the monitoring of suppliers we have in place to ensure our policies remain current and compliance gaps are quickly identified and remedied.

PA Promotions believes that its policies and procedures are consistent with requirements under the UK Modern Slavery Act 2015. We require all of our suppliers to abide by our Corporate Social Responsibility code of conduct, which specifically declares our respect of human rights and outlines a framework for our suppliers to follow.

As part of the PA Promotions initiative to identify and mitigate risk it has in place systems to:

- Identify and assess potential risk areas in its supply chains.
- Mitigate the risk of slavery and human trafficking occurring in its supply chains.
- Monitor potential risk areas in its supply chains.
- Encourage the reporting of concerns and the confidentiality of respondents.

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## Supplier adherence to values and ethics

PA Promotions has a zero tolerance policy to slavery and human trafficking. To ensure all those in its supply chain and contractors comply with its values and ethics the company has in place a supply chain management and compliance programme.

PA Promotions is responsible for considering the following areas as part of our everyday operations:

- Legal operation, including right to work.
- Audit and compliance.
- Human resources
- Equal opportunities
- Non-discrimination
- Respect for human rights.
- Procurement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Anti-Slavery and Human Trafficking Statement for PA Promotions Ltd Limited for the 2017/2018 financial year.

A handwritten signature in black ink, appearing to read 'Tom Worland', with a large, sweeping flourish at the end.

Tom Worland  
MD  
Jan 2018

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