

Modern Slavery Statement for The Silver Birches Label Co. Ltd. – Y23/24

Introduction

This Modern Slavery Statement relates to The Silver Birches Label Co. Ltd. ("The Company") for the financial year ending 1st December 2023 to 30th November 2024. As a manufacturing and import-export company based in the UK, we are committed to preventing acts of modern slavery and human trafficking from occurring within both our business and supply chain, and we impose the same high standards on our contractors, suppliers, and other business partners.

Structure, Business, and Supply Chains

The Silver Birches Label Co. Ltd. is engaged in the manufacturing, importing, and exporting of a wide range of products. We have a global supply chain that supports our operations, comprising numerous suppliers across various countries. The diversity of our supply chain reflects our commitment to delivering quality products while adhering to our ethical standards.

Policies on Slavery and Human Trafficking

We are dedicated to acting ethically and with integrity in all our business dealings. Our policies reflect our commitment to ensuring that slavery and human trafficking are not taking place anywhere within our business or supply chains. These policies include our Code of Conduct, Supplier Code of Conduct, and Whistleblowing Policy, all of which are designed to enforce our stance against modern slavery.

Due Diligence Processes

The Silver Birches Label Co. Ltd. has implemented stringent due diligence processes to identify and prevent any risks of slavery and human trafficking. These processes include:

- **Supplier Assessments and Audits:** Conducting regular evaluations of our suppliers' practices and operations to ensure compliance with our ethical standards.

- **Risk Assessments:** Identifying areas of our business and supply chains that are at risk of modern slavery and implementing measures to mitigate these risks.

- **Training:** Providing employees and management with the necessary training to recognize and prevent the occurrence of modern slavery within our business and supply chain.

Risk and Compliance

The Silver Birches Label Co. Ltd. recognizes that our supply chains may involve regions or sectors at higher risk of modern slavery. We actively work to identify and assess potential risk areas and take appropriate action to address any concerns identified. Compliance with our policies is mandatory for all employees, suppliers, and contractors.

Performance Indicators

We monitor the effectiveness of our efforts to combat slavery and human trafficking through key performance indicators (KPIs), including the number of audits conducted, training sessions held, and investigations undertaken into reports of modern slavery.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. This training is aimed at those employees and management who have direct responsibility for supply chain management and those in positions to identify and mitigate risks of modern slavery and human trafficking.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes The Silver Birches Label Co. Ltd.'s slavery and human trafficking statement for the current financial year.

1st December 2024

Harris, Christopher James

Director, The Silver Birches Label Co. Ltd.