



Modern Slavery Statement

Organisation Structure & Supply Chains

Plastipak UK Ltd, part of Plastipak Holdings Inc., operates within the manufacturing sector as a market leader in the production of PET (Polyethylene Terephthalate) preforms and bottles. The Company has 2 sites in the UK covering Factory and Corporate Office facilities. The products are mainly produced for the UK market, with some exported to the EU such as the Republic of Ireland.

We are committed to fully complying with the Modern Slavery Act 2015 in our operation in the manufacture and sale of PET preforms and bottles.

We have zero tolerance to any form of modern slavery and will not support or deal with any business knowingly involved in slavery or human trafficking. We are committed to acting ethically with integrity and transparency in all our business dealings to ensure against any form of slavery taking place within our business and supply chain.

Our approach to any form of modern slavery is embedded in our business core values covering:



Responsibilities

The Directors and the Senior UK Leadership Team shall take responsibility for ensuring this statement is reviewed and up to date.

The Senior UK Leadership Team will promptly and thoroughly investigate any claim or indication that there has been a violation of this statement, and take remedial action in the event of contravention and report back to the Directors.

The Human Resources function will be responsible for introducing and reviewing policies.

Our Policies and Standards

The Company operates a Social Compliance Policy that includes Modern Slavery and in addition, operates a Code of Conduct covering areas including, for example, Anti-Bribery and respecting Human Rights. In addition, employees can raise concerns and report misconduct including unethical behaviour by colleagues, customers, suppliers and third party's under the Code of Conduct.

We work closely with Agencies that provide our temporary staff.



Training and Awareness

We provide training for relevant staff and functions to ensure they understand slavery and human trafficking.

We publish on our Social Compliance noticeboard Stronger Together information and have a point of contact if issues need to be raised.

Due Diligence and Managing Risk

We are committed to implementing and enforcing effective processes to prevent the risk of slavery and human trafficking in our supply chains including:

- Compliance with the Plastipak Code of Conduct.
- Continuous review of Plastipak HR policies and standards in line current UK legislation.
- Undergoing periodic Ethical Trading Initiative (ETI) Base Code of Conduct audits by our customers.
- The requirements of the ETI Base Code are publicly displayed in our factory.
- Working closely with the Agencies that provide our temporary staff.
- Membership of the Supplier Ethical Data Exchange (SEDEX), a not for profit membership organisation dedicated to driving improvements in responsible ethical business practices in global supply chains.
- Periodic audits by our customers.
- Reference checking in recruitment.
- Approved Supplier lists.
- Understanding the ethical policy status of our suppliers.

Performance Measures

a) 2022

In 2022 we focused on the following areas:

Safeguarding

In the early part of the year we continued to have a focus on safeguarding of employees, agency and visitors during 2022 in response to CV19 and provided training on Mental Health.

Increased Awareness

We continued to increase awareness of Modern Slavery in the business through:

- Reminding all our employees of our commitment to the ETI Base Code and Modern Slavery.
- Auditing our labour suppliers with no issues/ concerns raised.



b) 2023

The focus for 2023 will be a combination of internal and external activities, with key areas as follows:

Training:

- Refresher training on Social Compliance policy and ETI Base Code.

Awareness:

- Continue to audit our labour suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes slavery and human trafficking statement for the financial year ending 31 October 2022 of Plastipak UK Ltd.

Signed by Pedro Martins

A handwritten signature in blue ink, appearing to read "PMartins".

Pedro Martins

Executive Managing Director

Dated.....*Jan 27th 2023*.....