



<b>Waterside Colours Policy (WCL)</b>  <b>Modern Slavery &amp; Human Trafficking Policy</b>	<b>WCL:</b>	4
	<b>Issue:</b>	2.2
	<b>Written By:</b>	Tony Bailey
	<b>Issue Date:</b>	06/11/2024

## **1.0 Scope**

1.1 Modern Slavery is a term used to encompass slavery, servitude, forced & compulsory labour, bonded & child labour, and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern Slavery is a crime and a violation of fundamental human rights.

## **2.0 Responsibility**

- 2.1 The Company Directors have overall responsibility for the legal compliance of the legal compliance for Waterside Colours.
- 2.2 The General manger has responsibility for enforcing this policy internally.
- 2.3 The HSE Coordinator has responsibility to ensure the policy is maintained.
- 2.4 Employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, and suppliers all have a responsibility to report any suspected modern slavery and human trafficking in our operations and supply chain.

## **3.0 Policy Statement**

- 3.1 Waterside Colours Ltd's Modern Slavery & Human Trafficking Policy applies to all personnel working for us in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, and suppliers.
- 3.2 Waterside Colours Ltd is a supplier & provider of dyes and dyestuffs primarily to the paper making industry and is headquartered in the UK. Our supply chains consist of global suppliers of Chemical Intermediates and other Chemical Raw Materials.
- 3.3 Waterside Colours Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have, and will continue to, be committed to implementing systems and controls to ensure that modern slavery is not taking place within our organisation or within our supply chain. We expect that our suppliers will hold their own suppliers to the same high standards.



## 4.0 Commitments

- 4.1 Waterside Colours Ltd expects everyone working with us, or on our behalf to support and uphold the following measures to safeguard against modern slavery:
- 4.1.1 We have a zero-tolerance approach to modern slavery in our organisation & supply chains.
- 4.1.2 The prevention, detection, and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- 4.1.3 We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- 4.1.4 We follow a risk-based approach to suppliers, we require suppliers to adhere to our code of conduct, suppliers confirm that they have an anti-slavery statement, this is reviewed on a 3 yearly basis.
- 4.1.5 If we find that an individual, or organisation working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from remediation to terminating the relationship, this will be determined on a case-by-case basis.

## 5.0 Policy Approval

<b>Signed &amp; Approved By:</b>	<i>Brian Acklam</i>
<b>Printed:</b>	Brian Acklam
<b>Role:</b>	General Manager
<b>Date:</b>	06/11/2024

## 5.0 Document Control

Issue Number	Issue Date	Reason for change
1.0	29/04/2020	Start of document
2.0	30/08/2022	Rewrite policy to comply with Ecovadis guidance
2.1	06/10/2023	Updated format & annual review
2.2	06/11/2024	Reviewed, no changes required