

## **Modern Slavery Policy**

### **December 2022**

This statement is made pursuant to s.54 (1) of the Modern Slavery Act 2015. This policy statement is made for year ending 31<sup>st</sup> December 2022.

#### **Background**

The Modern Slavery Act came into force in the UK in October 2015. The Act creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking (“Modern Slavery”) and introduces tougher penalties and sentencing rules. Whilst ensuring that the National Crime Agency, the Police and other Law Enforcement agencies have the power to pursue, disrupt and bring to justice those engaged in human trafficking, slavery, servitude and forced labour it also introduces measures to enhance the protection of victims of slavery and trafficking.

#### **Our Business**

Steelite International Limited is a wholly owned subsidiary of its ultimate parent Glazed Ultimate Holdings LLC and has operations worldwide with over 750 employees. The Group exports table top products to hospitality markets in over 140 countries from its manufacturing base in Stoke -on-Trent and Distribution Centres in the USA, Canada, Germany & Australia and has an extensive supply chain sourcing both products and materials from around the world.

Steelite International Limited has a zero tolerance to Modern Slavery. As a Group we are committed to working alongside any organisation which will support in the overall aim of reducing Modern Slavery within the supply chain.

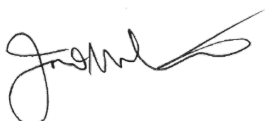
#### **Policies and Procedures**

In the financial year, the existing policies and procedures of Steelite International which would assist in combatting Modern Slavery included; checks and verification in respect of migrant workers through photographic I.D.; a Whistleblowing Policy that encouraged reports from staff of unethical and unlawful conduct; an Ethical Policy which is outward looking a set out a framework by which suppliers are expected to follow. In addition to this members of the Steelite International procurement teams pay regular visits to our partner manufacturing facilities within our supply chain to evaluate all aspects of their business processes which will include the structure and nature of the workforces within the facility. We also engage independent local agents within territories to review our partner manufacturing facilities.

In the coming months Steelite International is committed to continue to address the impact of Modern Slavery through:

- Ensuring all new distribution and supply agreements include clauses dealing with our approach and expectations towards Modern Slavery;
- Ongoing training requirements to enhance the awareness of Modern Slavery for both our employees and agents;
- Mapping our supply chain broadly to assess particular product or geographical risks of Modern Slavery.

For and on behalf of the Board



John Miles – CEO Steelite International Limited