

# Bericap UK Ltd

## Modern Slavery and Human Trafficking Statement

### **Introduction**

This Modern Slavery and Human Trafficking Statement relates to actions and activities of Bericap UK Ltd during the financial year ending 31<sup>st</sup> December 2018 and is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Bericap UK Limited is committed to preventing slavery and human trafficking in our business activities and within our supply chain.

We recognize our duty to be alert to risks, however small. We expect our Staff, contractors, suppliers, customers and other business partners to report any concerns and for Bericap management to act upon them.

### **Organisational structure and supply chains**

Bericap UK Ltd. Is a wholly owned subsidiary of the German private family-owned Bericap Group engaged in the manufacture of caps and closures for the purpose of packaging of customer products. We provide direct employment to around 180 employees

Our supply chain and activities are principally based in the UK and EU. For residual activities outside these geographies, we use Bericap Group Agents and approved suppliers deemed to be Ethical in their activities by our owners

We monitor and measure supplier compliance through supplier approval and audit processes.

Bericap UK Ltd is a member of the Supplier Ethical Data Exchange (SEDEX) and we assess our Suppliers using these standards with regards to treatment of workers, child labour, legal compliance, discrimination and health & safety.

### **Responsibilities & Policies**

The Managing Director, with the support of the Board of Directors, and the site Senior Management Team are responsible for ensuring that this Statement is up to date and accurately reflects the Company's actions to tackle slavery and human trafficking,

The Company Secretary with the Personnel department are responsible for introducing policies and their adoption.

The Supply Chain team with the support of the Quality department are responsible for the assessing of supplier's systems and controls to tackle slavery and human trafficking.

The Bericap UK Ltd. Ethical Trading Policy outlines our commitment and expectations regarding our business relationships.

## Due Diligence Processes for Slavery and Human Trafficking

Bericap UK Ltd. understand the risk of modern slavery taking place within our supply chain. We take a risk-based approach to our selection of suppliers, of which ethical trading is an important part of the process.

Our supplier audit programme allows us the opportunity to periodically assess the working conditions of our key suppliers and verify that relevant policies are being adhered to. This includes our own agency staff suppliers.

During 2018;

- we assessed the training needs of our employees engaged in procurement of products and services in relation to our Ethical Trading Policy.
- we will determine if a supplier code of conduct would be an effective addition to our supplier compliance requirements.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Bericap UK Ltd. Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by the Bericap UK Limited board of Directors on 14<sup>th</sup> March 2019

Name: Bruce Margetts

Position: Managing Director

Signature:

