

Anti-Slavery & Human Trafficking Statement 2023

The following Anti-Slavery and Human Trafficking Statement has been prepared pursuant to section 54 of the Modern Slavery Act 2015 in respect of the financial year up to 31st December 2022. This is WEPA UK Ltd's Seventh Modern Slavery Statement.

Slavery is illegal everywhere across the world, but despite that it is estimated that over 46 million people are still trapped in situations of modern slavery globally. Modern slavery in the UK can take many forms, with forced labour being the most common. Therefore, businesses clearly have a key role to play in addressing the risks associated with labour exploitation and forced labour.

How We are Organised

WEPA UK Ltd is one of the leading suppliers of household paper in the UK, manufacturing own label toilet paper products for the majority of the UK's major multiple retailers. We are part of the WEPA group, operating throughout Europe, offering sustainable and innovative hygiene solutions. WEPA UK continue to control its supply chain with a mixture of WEPA Central European agreements and local UK based agreements with its suppliers

Our Policies & Performance Indicators

WEPA UK fully embraces the aims of the Modern Slavery Act 2015. We are committed to protecting human rights, and we are confident that no unlawful practices exist within our company. We remain fully committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business.

During the last 12 months we have continued to review our Modern-Day Anti-Slavery Policy to ensure that it is still appropriate and meets our obligations as an ethical employer.

In addition we also have a Labour Standards Policy, setting out our commitment to ensuring that no forced labour, bonded labour, prison labour or unethical child labour exists within our Company or those we with we are associated.

We are confident that these policies are fit for this purpose, with no amendments required at this time.

We also partake in an annual Ethical Trade Audit, and are compliant with the ETI Base Code. All of our employees work voluntarily for us, and at all times retain their rights and privileges, and are free to leave their employment at any time.

Due Diligence & Risk Assessment Processes

A key priority for us remains to focus on our suppliers, particularly focusing our efforts to review, assess, and monitor high risk suppliers. We have undertaken audits within the high-risk areas of our supply chain to ensure confidence that our suppliers are compliant with the MSA 2015, and we continue to assess the modern slavery standards of our key suppliers.

Training

Our Purchasing Manager has undertaken further training during, and has successfully received the “Ethical Procurement & Supply” Professional Ethics Certificate from CIPS. They continue to monitor suppliers and purchases with care and diligence.

Our HR team, who are responsible for recruitment maintain up to date knowledge and awareness of modern-day slavery to ensure that our recruitment and screening practices are fit for purpose. The HR team undertake checks that all employees can demonstrate their eligibility to work freely in the UK. We have a robust structure of support for those committing to the checks and to ensure that accountabilities and responsibilities are upheld.

Where possible we recruit employees directly. On occasions where we are required to engage with temporary labour agencies, we use only reputable agencies who are able to demonstrate that their workers are registered of their own free will, and are paid their full wages directly. We undertake our own checks on these agency workers to ensure that they have the legal right to work freely in the UK, and we communicate with them directly.

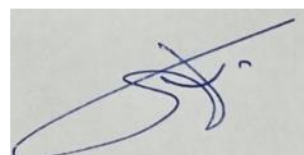
We are looking into the prospect of training line managers in the identification, reporting and recording of suspected cases of slavery and exploitation.

Slavery and Human Trafficking are serious crimes, and WEPA UK are pleased to submit this statement in accordance with the scope of the Modern Slavery Act of 2015, outlining our commitment to the aims of the MSA for the financial year ending 31st December 2022.

Signed,



Judith Walsh
Head of HR



Jordi Goma-Camps Trave
Bridgend Mill Manager