



Mpac Group plc

Modern Slavery Act Statement

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015, in respect of the year ended 31 December 2023.

Overview and supply chain

Mpac Group plc (“Mpac”) is a global leader in customer-orientated, high-speed automation and packaging solutions, with its principal locations being Tadcaster, UK, Wijchen, the Netherlands, Mississauga, Canada, Cleveland, Ohio, USA and Singapore. As an international business, the parts and products Mpac sells are sourced from a broad range of national and international suppliers.

Policies

Mpac operates to high professional standards and we are committed to ensuring there is no modern slavery or human trafficking in any part of our business. We respect the human rights of employees, including ensuring that employees have the freedom to join a union, associate, or bargaining collectively without fear of discrimination against the exercise of such freedoms. We are committed against the use of forced labour and child labour.

The Group has a number of formal policies that support our zero-tolerance stance on modern slavery and human trafficking:

- Modern Slavery and Human Trafficking Policy
- Group Ethics Policy
- “Speak Up” (whistleblowing) Policy
- Equal Opportunities Policy
- Recruitment and Selection Policy
- Safeguarding Policy

Policies are regularly reviewed and ratified by our Executive Board as applicable. The policies are communicated to all employees to inform them of the standards to which both Mpac staff and suppliers must adhere, and the mechanisms available to staff and suppliers to report issues/concerns. These mechanisms include the provision of a confidential, independent whistleblowing hotline, and a dedicated email inbox.



Due diligence and risk management

Effective due diligence is imperative in helping to prevent human trafficking and slavery. It allows us to assess the risk and aids better visibility and understanding of our supply chain. Mpac's approach to human rights due diligence is actioned through a process of:

- Check; We assess the actual and potential risk posed to our business
- Act; If risks are identified we do not ignore them, we act to mitigate or remove the risk completely
- Review; We continually monitor, review and improve our systems to help safeguard our business from financial, operational and reputational risks

Completed and future actions

During 2023 we have undertaken the following actions and initiatives aimed at strengthening our approach to modern slavery:

- Review and re-launch of our "Speak Up" (whistleblowing policy)
- Recruited regional supply chain leaders in the Americas and EMEA
- Completed an external assessment of our overall Environmental, Sustainability and Governance position, with a particular focus on sustainable procurement

During 2024 our focus will be on the following areas:

- Providing mandatory training to relevant employees to raise awareness of modern slavery and human trafficking
- Consolidating expectations of suppliers into a group-wide code of conduct
- Revisiting our approach to risk assessments and supplier due diligence, both for new suppliers and annual checks for existing suppliers
- Reviewing and updating our Modern Slavery and Human Trafficking Policy to also include Human Rights generally

This statement was approved by the Board of Directors on 13 June 2024 and will be reviewed and updated annually.

Adam Holland
Chief Executive
13 June 2024