

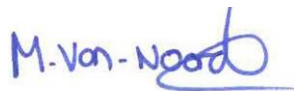
Slavery and Human Trafficking Statement

Paranova Print and Packaging Limited Policy

Date: 1 April 2026

Status: Update

Approved by:



HR Director

Revision Chart

Version	Date	Entry into force	Responsible Function	Modification
V1	01.04.2026	01.04.2026	HR	Update

Introduction

We are proud of the steps we have taken to combat slavery and human trafficking, and we are committed to constantly reviewing and improving our practices to combat slavery and human trafficking.

About Us

Paranova Print and Packaging Ltd includes Paranova Print and Packaging, Amberley Adhesive Labels Ltd and Rivendell Europe Ltd.

Paranova Print and Packaging remain vigilant towards imported goods and materials from outside of the UK and EU and their increased risk of slavery/human trafficking issues, and this is regularly reviewed as part of our rigorous supplier monitoring programme.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we monitor ethical standards across the business on a regular basis both internally and via external third-party audits. Sites are compliant with ETI Base Code and undergo announced and unannounced SEDEX Ethical Trade Audits. These are supported by our own annual Ethical verification audits. This activity is also supported by our Equal Opportunities Policy, and our commitments to ensuring the safety of our employees.

Our Supply Chains

Supply chain security and integrity is a crucial component of the business model. Robust technical and traceability systems ensure that our products are responsibly sourced from suppliers whose values are aligned with our own. Our terms require that our direct suppliers comply with all applicable laws and regulations. This includes antislavery and human trafficking legislation. We are proactively communicating to all our suppliers to ensure that they understand and comply with this legislation.

As a company we aim not to use Labour Providers (temporary worker agencies) to supply our workforce and instead workers are employed directly by the company. In the rare occasion that we do each Labour Provider is audited by trained ethical auditors periodically. Within these audits, the ETI Base code and controls around Modern Slavery are reviewed. We always monitor, assess and mitigate the potential risk areas in our supply chains and have robust systems in place to deal with such risks.

Whistleblowing Policy

The business also has a Whistleblowing Policy and a confidential, independently operated hotline for our employees to voice any concerns that they have, and this can be run concurrently in line with site Grievance policies. The Whistleblowing policy is available to all employees along with the hotline, in addition any one is able to report any concerns via our company website.