

Proco Coatings and laminates Limited

Modern Slavery Statement for financial year 2016/2017

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that Proco Coatings and Laminates Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or it's supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour, Proco Coatings and Laminates Limited has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

To supply 3D Vinyl Laminates and Adhesive Film to the furniture manufacturing Industry based within the UK and import from our suppliers said products who are based in Turkey, China and the United States of America.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These Include:

- . **Anti-slavery policy.** which sets out our stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- . **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the United Kingdom these checks are made on all employees to safeguard against human trafficking or individuals being forced to work against their will.
- . **Whistleblowing policy.** We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- . **Code of business conduct.** This code explains the manner in which we behave as an organisation And how we expect our employees and suppliers to act.

Our Suppliers

Proco Coatings and laminates Limited operate a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that the particular organisation has never been convicted of offences relating to modern slavery. Our anti modern slavery policy forms part of our contract with all suppliers and they are required to confirm to us that no part of their business operation contradicts that policy.

Training

We regularly conduct training for our procurement/buying team so that they fully understand the signs of modern slavery and what to do if they think it is taking place within our supply chain.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business supply chain if:

- . No reports are received from employees, the public, or law enforcement agencies to indicate that no modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Director(s) of Proco Coatings and Laminates Limited.