



Modern Slavery Statement

We have prepared this statement for the purposes of the Modern Slavery Act 2015. References in the statement to “forced labour” mean any conduct which is an offence under Part I of that Act including slavery, servitude, any type of forced or compulsory labour and trafficking for the purposes of exploitation.

Introduction

This statement sets out Schawk UK Limited’s (trading as SGK) actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to the actions and activities of the Company and is reviewed on an annual basis with updates being added as necessary.

As part of the advertising production industry, Schawk recognises that it has a responsibility to take a robust approach to slavery and human trafficking, and is absolutely committed to preventing slavery and human trafficking in its corporate activities as well as ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

Schawk was founded in 1953 by Clarence W. Schawk as a one-man platemaking business. Today, we are thousands of employees in many countries all over the world- trusted advisors in production, premedia, print services and workflows- helping to protect brands across media channels by producing superior quality assets while improving supply chain efficiencies to improve bottom lines. Schawk is part of SGK, a division of Matthews International Corporation.

The organisation currently operates in North America, Europe, Asia, and Australia.

We have reviewed our business and our supply chain. Neither we nor, to the best of our knowledge, our supply chain makes use of forced labour. We have taken the following steps to assess and manage any risk that our supply chain may use forced labour:

- We expect our suppliers to comply with our Code of Ethics and to place similar expectations on their respective suppliers.
- When entering into arrangements with suppliers, suppliers undergo an approval process in which we assess them from a qualitative and economic perspective. As part of that assessment, we are alert for any indicators of forced labour.
- We may impose contractual obligations on our suppliers under which they:
 - undertake to comply with our Code of Ethics;
 - warrant that their business and, to the best of their knowledge, their own supply chain do not use forced labour;



- impose equivalent obligations on their own suppliers.

We have reviewed statements published by our suppliers on use of forced labour to ensure that they in turn are taking what appears to us to be appropriate steps.

Policies & Procedures

Schawk's HR Department produces most of the organisations' policies. However, other areas of the business are heavily involved when needed. Policies have to be approved by either the HR Director or the relevant Director.

Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy:** Schawk encourages all its workers to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Code of Ethics:** Schawk's code makes clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour.
- **Recruitment Agency Usage policy:** Schawk uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Procedures

- For all direct employees, we carry out Right to Work in the UK checks and pay minimum wages or above in accordance with UK government legal guidelines in respect of the National Minimum and National Living Wage.
- For all indirect workers, we carry out Right to Work in the UK checks and verify their identity, qualifications and competency.
- We co-operate with our clients through regular client-led audits of our obligations under this policy and undertake to support the client in their shared duties to control modern slavery through our effective supply chain management.

Training

During 2023 Schawk worked with Unseen UK (Anti-slavery charity running Modern Slavery Helpline, working with survivors, businesses, governments, police and NHS to end slavery for good.) to develop and plan mandatory learning for all managers. This will start in 2024.



Approval

This statement was approved on 9th January 2024 by SGK's HR Director Sarah Stewart who reviews and updates it annually.

HR Director signature: *Sarah Stewart*

Date: 9th January 2024