

I10 - Slavery and Human Trafficking Statement

Introduction

- Modern slavery is a crime and a violation of fundamental human rights. It is a term used to encompass slavery, forced and compulsory labour and human trafficking; all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- SPS UK&I Ltd (SPS) has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

About SPS

- SPS employs c1,700 staff across the UK, Channel Islands and Republic of Ireland, operating in client operations, document processing centres and offsite mail and print service centres, on behalf of its clients.
- To assist in the supply of such services, SPS has approximately 400 suppliers.
- We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. We will willingly share our statement and actions with our clients to assist them in implementing a zero-tolerance approach.

Due Diligence process

- The SPS Leadership Team has demonstrated its commitment to the Anti-Slavery Act through the production of this Statement which is signed by the CEO and reviewed annually.
- The Control document (IP09) outlines the actions and owners and introduces a series of measures which enable SPS to measure compliance to the Act.
- The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for SPS or under its control. All persons are required to avoid any activity that might lead to, or suggest, a breach of the law or a violation of human rights.
- All staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.

Training

- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all members of staff.

Application of this statement

- The principles set out in this statement apply to all employees, agents, contractors and those parties in our supply chain wherever they operate. Any employee who breaches this policy will face disciplinary action, which could result in dismissal.
- The Company may terminate its relationship with other individuals and organisations working on its behalf if they breach any of the principles described above.
- This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.



Gary Harrold | Chief Executive Officer SPS UKI& Ltd

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