

Modern Slavery Act 2015

Introduction

This statement confirms that the Premier Paper Group complies with section 54 of the Modern Slavery Act 2015 and sets out the actions taken to assess and then address any associated risks.

This document is available on the Premier Paper website www.paper.co.uk

Policy

Premier Paper Group is committed to ensuring all its business operations conform to ethical and social standards and are free from involvement with slavery and human trafficking

Organisation Structure

Premier Paper Group is a paper merchant distributing paper and other print media to businesses and organisations throughout the UK via local sales and logistics teams.

Premier has over 400 direct employees who are salaried or hourly paid and a small number of agency staff are used when required

Supply Chain

Premier deals with many leading paper manufacturing companies with the majority of its products being made within the EU and a lesser quantity being made in non EU countries.

Risk Assessment

An assessment of slavery and human trafficking within the organisation shows the risk to be extremely low.

Our recruitment and employment practices operate within the laws of the United Kingdom and all direct employees undergo 'right to work' checks. This includes verifying that they are eligible to work in the UK and are of an appropriate age.

Agency staff are used from time to time and are only supplied from bona fide staff agencies.

Risk Assessment (continued)

All employees are paid at a rate above the minimum wage and although Premier Paper Group does not specifically subscribe to the 'Living Wage' scheme all employees are paid at a rate that is at or above the 'Living Wage' level.

The majority of the products that we sell are sourced within the EU with some sourced from paper mills based in non-EU countries. All of our products are manufactured by leading global companies with robust ethical business practices. Generally, we consider it a low risk that our suppliers do not conform to the requirements of the Modern Slavery Act 2015.

All our suppliers have to meet sustainability and social standards criteria as part of our supply agreements.

Ongoing Assessment and Due Diligence

All suppliers must provide assurance that slavery and trafficking practices are not taking place within their own operations and supply chains.

Visits to our suppliers by our senior management team take place at regular intervals to confirm our supply agreements to and ensure the required service and ethical standards.

The Premier Paper Group holds FSC and PEFC chain of custody status. All products that Premier sells conform to EUTR and the vast majority carries FSC or PEFC accreditation. These standards help confirm that our suppliers are meeting the social and ethical criteria required for certification.

Guidance and information is available to all employees from the HR department and any employee with concerns specific to slavery and trafficking should bring them to the attention of their line manager or contact the HR Director.

Dave Allen
Managing Director

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