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1 Definition of modern slavery

- 1.1 “Modern slavery” is a term which covers slavery (where ownership is exercised over a person); servitude (which involves the obligation to provide services imposed by coercion); forced or compulsory labour (which involves work or service exacted from any person under the menace of a penalty and for which the person has not offered himself voluntarily); and human trafficking (which concerns arranging or facilitating the travel of another with a view to exploiting them, even where the person consents to the travel).
- 1.2 We will ensure that we will comply with the Modern Slavery Act 2015 and have measures in place to ensure that modern slavery is not part of any of our business operations. This includes our supply chains, goods and services. This statement sets out the steps we are taking to continually develop our procedures and to check our compliance.
- 1.3 This statement covers our financial year ending December 2021.

2 Responsibilities

- The Board of Directors of Playford's is responsible for overseeing our efforts to help to eliminate modern slavery and for monitoring progress against the KPIs contained in this document.
- The managers are responsible for ensuring that all recruitment and terms and conditions of employment comply with statutory requirements, and that any agencies used are appropriately checked and commit to ethical standards.
- Managers are responsible for upholding our “core values” and for ensuring that employees who work for them also behave in accordance with these.
- Our supply team is responsible for ensuring that appropriate checks are made prior to placing any orders with new suppliers, and that existing key suppliers are audited from time to time to ensure continued compliance.
- Our Sales Director and QA department work with our major customers to provide them with appropriate information on our modern slavery initiatives and to gain suggestions and feedback.

3 Documentation

- 3.1 We have the following policies in place for employees:
- Business ethics policy
 - Grievance procedure
 - Equal opportunity policy
 - Recruitment and selection policy
 - Whistleblowing policy
- 3.2 Copies are available electronically and/or from the QIS manager upon request. All policies are updated on an annual basis, and we consult with managers prior to updating them.
- 3.3 Employees are reminded of the policies from time and time and notified of any updates.

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4 Actions we are taking

4.1 Employees

4.1.1 We have a recruitment and selection policy to assist compliance with equal opportunity.

4.2 Agency workers

4.2.1 We only use agency workers sparingly, for temporary placements and holiday/sickness cover.

4.2.2 We will ensure that any recruitment agencies we use have strict compliance to the Modern Slavery Act and require written confirmation from them that no agency worker is being exploited as part of any slavery or human trafficking. Recruitment agencies used will all be on our Preferred Supplier Listing.

4.3 Suppliers of raw materials

4.3.1 We embrace socially responsible trading.

5 Further information

Any queries or comments about this policy should be addressed to a manager in the first instance.

6 Policy owner

This policy is owned and maintained by the Managing Director.

7 Policy review date

Date last reviewed: December 2024

8 Signature



James Tuohy

Managing Director