

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

SCHÜTZ (UK) Limited is part of the SCHÜTZ Group whose headquarters (HQ) are in Selters, Germany. Founded in 1958 the SCHÜTZ organisation has continued expanding to a global service network of 60 locations worldwide, with 7,000 employees and a turnover of €2,300 million.

In 1990, the foundation for SCHÜTZ (UK) Ltd was established to enable manufacture of industrial packaging in the form of intermediate bulk containers (IBCs) and later the production of PE-Drums. These products are used for the transportation and storage of a broad range of filling goods that includes chemicals, hazardous goods, sensitive products, food and beverages. A reconditioning service for the re-use of IBCs through the SCHÜTZ Ticket Collection Service is available for offering a closed loop system for packaging. The current UK employee complement is 127 plus the services of temporary staff when required.

This statement is in relation to the financial year ending 31<sup>st</sup> December 2023 and our continued intentions during 2024 and into 2025.

## STATEMENT OF COMMITMENT

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business.

Our management guidelines and code of conduct have always followed the principles of compliance for all activities in which the SCHÜTZ Group engages in to comply strictly with international, national and local regulations.

The SCHÜTZ code of conduct is to follow all principles of compliance to ensure compliance for international, national and local regulations. The fundamental rules and principles from the BME Code of Conduct form the key foundations in the business relationships and is binding for all SCHÜTZ employees, all our suppliers and service providers that are required to comply with this code.

## OUR BUSINESS STRUCTURE, BUSINESS & SUPPLY CHAIN

SCHÜTZ UK's objective is to manufacture or recondition quality and fit for purpose products for their intended use to meet our customers' requirements.

The SCHÜTZ Group HQ in Germany designs and builds its own operating machinery, manufactures the majority of its required components for the assembly of the finished product and also procures the bulk raw material (HDPE) for the products.

There are a limited number of components supplied along with equipment servicing for which SCHÜTZ (UK) is directly responsible for procuring and arranging.

## POLICIES & RESPONSIBILITY

Our membership in the Compliance Initiative founded by the German Association of Materials Management, Purchasing and Logistic (BME) documents our uncompromising commitment to fair, responsible and ethical principles as the key foundation in all business relationships and transactions.

As part of the SCHÜTZ Group Sustainability & Responsible Care programme information is voluntarily reported to the EcoVadis supply chain performance platform to enable SCHÜTZ to have achieved a good respectable score rating.

Our own SCHÜTZ (UK) policies developed through Human Resources include:

- Dignity at Work Policy
- Occupational Health Policy
- Public Interest Disclosure Policy
- Equal Opportunities Policy

## RISK ASSESSMENTS

Supplied components such as timber pallets, finished products accessories, contractor maintenance services and the requirement of temporary workers supplied through employment agencies are the potential areas identified, although none have initially been deemed to be a high risk.

However, all suppliers and service providers are required to complete a questionnaire to enable them to become an approved supplier or service provider.

During 2023 and into 2024/2025 SCHÜTZ (UK) will continue with the SHEQ Agreement, self-disclosure questionnaire, Corporate Social Responsibility and SCHÜTZ Code of Conduct to ensure compliance from our suppliers and service providers. The initial vetting of the responses from these forms will dictate whether a visit to and/or more in-depth audit of the supplier is required to establish compliance.

## DUE DILIGENCE

Along with a supplier questionnaire to be approved, SCHÜTZ researches companies information through various methods, such as online databases, own reliable customer relationships and subscription to various trade organisations for the type of business we operate in, and is required to seek approval in collaboration with the SCHÜTZ Group.

Any materials or products delivered to SCHÜTZ must not contain any conflict minerals as per Section 1502 of the US Dodd-Frank Act.

In order to live up to our responsibility, SCHÜTZ will, wherever possible and justifiable, collaborate with suppliers whose business activities are guided by social standards such as those stipulated in ISO 26000 or SA 8000, or have ideally already implemented appropriate management systems.

## EVALUATING EFFECTIVENESS

Continuation with the agreement and questionnaire for SCHÜTZ supplier approval, in addition a review of these documents periodically and carrying out an annual supplier and service provider assessment, along with audits where deemed required will enable compliance with this Act.

SCHÜTZ HQ's continued annual participation in the BME responsible procurement organisation survey with defined KPI's for regular benchmark analysis has achieved a level 1 certification.

## TRAINING & RAISING AWARENESS OF MODERN SLAVERY AND HUMAN TRAFFICKING ISSUES

All SCHÜTZ procurement staff have received training and updated information to adhere to the SCHÜTZ code of conduct practices that should be followed along with the relevant procedures applicable as part of our management standards. Additionally there is an appointed compliance officer within SCHÜTZ UK for referencing or reporting if so required.

A commitment to an open dialogue with our employees in awareness of modern slavery has continued to be raised & promoted during talks with the work force.

The latest Modern Slavery information continues to be reviewed and posted on our internal noticeboards to continuously promote and raise the awareness of all our employees, other service workers and visitors to site.

June 2024



Simon Jordan  
General Manager