

## *Statement of Commitment from David Greenwood.*

Polyco Healthline is a global supplier of medical and industrial disposable and re-usable gloves, polyethylene, pulp, cotton and workwear products. Through our global supply-chain we work closely with our suppliers to innovate, design, source and sell our products. As stated in the Ethical Trade Initiative (ETI) base code guidance: modern slavery is an umbrella term that includes forced labour, debt bondage, servitude and trafficking for the purposes of labour exploitation. Our principles and commitment to assessing not only modern slavery and human trafficking but also the full extent of social accountability is built upon the ETI base guidelines and is managed through our risk management and business policies.

## **About Us**

*Polyco Healthline combines the 85 years' expertise of our leading businesses, who provide protection and hygiene products and services in the workplace and home. Our wide and technical range – including re-useable and disposable gloves, polyethylene, pulp, cotton and workwear – is trusted and used by multiple sectors throughout UK and overseas.*

*From our state-of-the-art warehouse and laboratory testing facility in Lincolnshire, our expert teams drive research and development and maintain logistics and customer service levels to ensure just-in-time supply.*

*Designing, sourcing, licensing and selling products, we optimise every step across the global supply chain. We innovate in partnership with commercially-minded businesses to overcome their biggest challenges and to ensure a more compliant and safer environment.*

*Our expertise touches every point along the supply chain, including manufacturers, distributors, retailers and end-users. By mastering efficient routes to market and optimising logistics, our agile network stretches across multiple channels, countries and distribution bases.*

*We have over 250 staff who look after more than 3,500 distributors and deliver to 38 countries worldwide*

***Together, we are the Masters in Safe and Clean.***

## **Our Values**

We actively encourage dynamism and an entrepreneurial spirit. With an ambitious growth strategy in a fast-moving industry, we won't be slowing any time soon. In every area of our business, we recognise that our people are our greatest asset. We see each person as an individual, on their own career path. That's why we take care to nurture, grow and help realise their ambitions. As an example of our commitment to our employees, we seek long-term permanent employees even in our warehouse. This provides year-round employment prospects rather than seasonal opportunities – a rarity in Lincolnshire.

**We Care**

**We Work  
Together**

**We Keep  
It Simple**

**We are  
Ambitious**

## **Organisational structure**

The Polyco Healthline Group head office is situated in Bourne, Lincolnshire, together with our distribution centres, UKAS accredited laboratory and technical centre.

The Group has an Executive Board who continue to have overall responsibility for ensuring our values are adhered to by our suppliers. This has ensured that it is also the focus for both our Supply chain, Procurement and Technical departments.

### **Executive Team**



## **Our Business**

Our business is organised into three areas;

- Industrial, which supplies PPE equipment - primarily gloves, workwear, janitorial products, paper products.
- Consumer, which supplies household gloves and associated consumer products such as cloths as well as our cotton wool range.
- Medical, which supplies surgical and medical examination gloves, pulp products, polyethylene products, medical equipment and infection control products.

All three areas are supported by central functions such as Finance, Supply Chain, Procurement, Sales, Customer Services, Marketing, Human Resources and Technical departments.

## **Our Supply Chains**

Our supply chain includes the sourcing of both raw materials and finished goods for the medical, professional and consumer markets.



## ***Our Approach on slavery and human trafficking***

We are working collaboratively with our suppliers to eradicate forced labour and ill treatment of employees within our supply chains. Polyco Healthline continues to be committed in acting ethically in all social and environmental aspects and our anti-slavery and social accountability policies reflects this. We believe that it is important to act with integrity in our business relationships and take all reasonable and practical steps (including factory and warehouse inspections and audits) to ensure that our standards are being implemented throughout the businesses of our suppliers and that all relevant local legislation and international regulations are complied with. This involves:

- Communication with suppliers to ensure an understanding of the Modern Slavery Act and our policy.
- Conduct risk assessment and information exchange through our social responsibility code of conduct.
- Review supplier performance through audit of the code of conduct and on-site activities (where required).
- Conduct annual review of our social accountability and anti-slavery policies and performance.

Our social accountability management system is based around the ethical trade initiative base code principles. We currently manage our systems in line with two methodologies:

- LSAS – We are level 2 within the LSAS programme (there are 4 levels). LSAS (Labour Standards Assurance System) was developed by NHS supply chain in conjunction with the Department of Health and industry bodies to provide an extra level of corporate, social and ethical governance with regards to labour standards within the supply chain.
- SMETA – We are currently registered on the SEDEX website which is a global membership where organisations can manage their performance around labour rights, health and safety, the environment and business ethics. This is used specifically for our retail sector and involves audit and improvement processes with our suppliers.

## ***Supplier Adherence to our values***

It is our ambition to source 100% of our resources from suppliers who are committed in promoting fundamental human rights. We encourage complete transparency with our suppliers, assisting where necessary to improve practices, however, we have zero tolerance of slavery and human trafficking.

We expect all those in our supply chain and partners to comply with our values. Polyco Healthline will only trade with those suppliers who fully comply with this policy or those who are taking verifiable steps towards compliance.

## ***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 relevant members of staff. This includes training from the Stronger Together organisation <http://stronger2gether.org/>, who continue to provide us with updates on the subject and continued review and support from the National Health Service Labour Standards Assurance system.

## *Our effectiveness in combating slavery and human trafficking*

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Pre-selection audits of potential supply partners
- Records from supply partners with regards to maintaining their own quality and social accountability assurance systems
- Use of third-party auditors to check supply partners
- Continued high levels of communication and personal contact with our supply partners to reinforce their understanding of, and compliance with, our expectations.
- Corporate governance through building long term trusted and open relationships throughout our supply chain.

Due diligence with regards to human rights and social accountability is integral to the management programmes that address potential risks and implement improvement.

The following objectives were agreed for the 2019/2020 programme:

- Review the current social accountability questionnaire and forward to all critical suppliers for completion – completed February 2019, with review and grading to be completed by July 2019.
- Instigate social accountability introduction training with all employees as part of the induction training programme. – completed January 2019.
- Instigate social accountability LSAS training for selected staff members who are in direct contact with our critical suppliers. Proposed date of completion – July 2019
- Review third party audit status against social compliance for all critical suppliers. Proposed date of completion – December 2019
- Maintain our level 2 LSAS compliance. – next audit due July 2019.

## **Summary**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

Should any concerns arise, or suspicious activity be noted then these need to be reported to our Head Office (020 8335 3636) and shall be treated in complete confidence.

This statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis.

Approval Signature:



Date: 11 JUNE 2019

Approval Name:

David Greenwood

Position: Director