Anti-Slavery & Human Trafficking Policy Statement

(also referred to as our Modern Slavery Statement)

Ashford Colour Ltd, part of the Pureprint Group, has a zero-tolerance approach to all forms of modern slavery, including forced labour, bonded labour, human trafficking, and child labour. We are committed to ethical operations, responsible sourcing, and the protection of human rights throughout our business and supply chains.

This policy – also referred to as our Modern Slavery Statement - aligns with the UK Modern Slavery Act 2015, ILO Core Conventions, FSC Core Labour Requirements and SMETA ethical trade standards. This policy applies to:

- All Ashford Colour Ltd employees, contractors, agency staff, suppliers, service providers, and business partners.
- All operations and supply chain activities.

Our Commitments

We are committed to:

- Preventing modern slavery and human trafficking in our operations and supply chains.
- Acting ethically and with integrity in all business dealings.
- Implementing and monitoring effective systems and controls.
- Publishing an annual Modern Slavery Statement on Pureprint Group website.

We will not knowingly engage with or support any supplier or organisation involved in modern slavery.

Risk Management & Due Diligence

We mitigate risks by:

- Supplier vetting and risk assessments.
- Requiring suppliers to complete compliance declarations and self-assessments.
- Including modern slavery clauses in procurement contracts.
- Reserving the right to audit suppliers, including site visits and worker interviews.
- Ensuring that no recruitment fees are charged to workers.

Key Human Rights Principles

Ashford Colour Ltd upholds the following labour standards:

a. No Forced or Bonded Labour. All work must be voluntary. Individuals are free to leave employment after reasonable notice, subject to legal and contractual obligations.
b. Humane Treatment. All employees are entitled to a workplace free from harassment, abuse, intimidation, bullying and corporal punishment.
c. No Child Labour. No person under the minimum legal working age shall be employed. We follow the ILO Minimum Age Convention (No. 138).
d. Fair Wages & Working Hours. Wages must meet or exceed legal minimums. Overtime is voluntary and compensated accordingly. All deductions must be lawful and transparent.
e. Freedom of Movement. Employees must not have their identity documents retained. Freedom of movement shall not be restricted.
f. Right to Collective Bargaining. We respect the right to freedom of association and collective bargaining in accordance with national laws.

Recruitment Practices

Recruitment must be fair, transparent, and lawful. While recruitment agencies are used infrequently, when engaged they must:

- Not charge workers any fees.
- Demonstrate compliance with ethical and legal standards.
- Be subject to periodic audits or review

This policy is made available to relevant interested parties externally on our website and internally through training and awareness programmes.

Training & Awareness
We provide training on modern slavery awareness to employees in high-risk roles, and awareness materials are shared with all staff and contractors. All new joiners are introduced to this policy as part of their induction.

Reporting Concerns
All individuals are encouraged to report concerns about suspected modern slavery or human trafficking. Reports can be made:

- To a line manager or any Director.
- Through our confidential Whistleblowing channels.
- To Pureprint Group, HR Director

Concerns will be treated confidentially and investigated appropriately. Alternatively reports can be made to the UK Modern Slavery Helpline at 0800 0121 700.

Non-Compliance and Corrective Action
Breaches of this policy may result in:

- Disciplinary action, including dismissal.
- Termination of business relationships.
- Reporting to relevant authorities (e.g., police or law enforcement).

Victim safety and remediation will always be prioritised in response actions.

Policy Review
This policy is reviewed annually and updated to reflect legal, operational, and supply chain changes. It is publicly available and promoted through our training and awareness programmes.

This document may also be referred to as our *Modern Slavery Statement* and will be published annually on our website to demonstrate our ongoing commitment to transparency and ethical business practices.

J Hunt

J Hunt
Director
Policy Version: August 2026

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