

# CRUSADER LTD

## ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the "Act") and sets out the steps that we, CRUSADER LTD ("The Company"), have taken (and are taking) to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

Our supply chain includes suppliers of varying size and expertise from raw material and print substrate delivery and operational support to works, services, and other material supply.

We are committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

As part of our initiative to identify and mitigate risk, we have in place systems to identify and assess potential risk areas in our supply chain and to mitigate any identified areas of risk.

- The Managing Director has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. He will have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- Our Procurement Team and their associated processes will include a variety of checks and reviews designed to ensure that the policy is implemented. These measures include:
  - Our standard supplier contractual terms and conditions have been amended to include a provision requiring incoming suppliers (and each of their sub-contractors) to comply with the provisions of the Act.
  - In addition, existing direct suppliers and contractors will be notified of our obligations under the Act and will be written to and alerted to the contents of this policy.
- Company employees, suppliers and contractors are also encouraged to notify, by way of a confidential 'whistleblowing' at the earliest possible stage if they have any concerns that slavery or human trafficking is taking place, and to avoid any activity that might lead to, or suggest, a breach of this policy. Failure to do so may result in disciplinary action being taken or the termination of any supplier relationship.
- Training on this policy, and on the risk our business faces from modern slavery in its supply chains, will form part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

This policy statement will be reviewed annually.

Dated: 21st November 2017

Signed: 