



Anti-Slavery and Human Trafficking Policy

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“Act”). This statement sets out the steps to be taken by A. F. Suter & Company Ltd (AFS) and constitutes our Anti-Slavery and Human Trafficking Policy.

1. ABOUT US

A. F. Suter & Company Ltd (AFS) supplies high quality Shellac products to customers worldwide, along with a growing selection of complementary Waxes, Natural Gums, Resins, Menthol Crystals and Zein. It has evolved from a company serving 20th century industrial customers to one fulfilling the requirements of 21st century high specification applications. Our team continuously strives to meet existing customers’ needs, whilst welcoming the opportunity to serve new customers and work with new suppliers.

2. POLICY STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings. We are dedicated to implementing and enforcing effective systems to ensure modern slavery is not tolerated anywhere in our business or in any of our supply chains.

3. OUR POLICIES

Our Anti-Slavery and Human Trafficking 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 that there is no modern slavery or human trafficking taking place in any part of our business or our supply chains.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us, with us or under our control. Our employees are required to avoid any activity that might lead to, or suggest, a breach of this statement. All employees are required to read, understand and comply in full with our Anti-Slavery and Human Trafficking Policy.

We encourage our employees to report any concerns or wrongdoing which extends to any human rights violations like modern slavery. Any discussions or evidence will be fully investigated and appropriate remedial action taken.



4. ASSESSMENT OF RISK

We understand that there is a potential risk of exposure to modern slavery within our supply chain. We are committed to report and take measures against modern slavery, as referenced in our Legal Register and QMS Internal Audit Schedule Register. The below table sets out the actions we have taken:

Actions

Our Anti-Slavery and Human Trafficking Policy is accessible to all employees and is kept under review. Employees are required as part of their employment contracts to adhere to this policy.

Our Procurement process requires suppliers to confirm their compliance with the Act, via our Supplier Evaluation Form, to be filled-in as part of our supplier relationship.

Our contracts with suppliers can specify the Act as a specific contractual obligation to comply with.

Company awareness on modern slavery is shared as required.

Our anti-slavery policy forms part of the process of engaging new suppliers where we seek to confirm that no part of their business operations contradicts this policy.

We will terminate the contract at any time should any instances of modern slavery come to light.

Approval for this statement

This statement was approved by the Board of Directors on 24/03/21

Name (Director): **Peter Marchington**

References:

Overview <https://www.gov.uk/government/collections/modern-slavery-bill>

Training <https://www.gov.uk/government/publications/modern-slavery-training-resource-page>