

## **Modern Slavery and Human Trafficking Policy Statement**

### **Introduction**

YM Group and its subsidiaries acknowledge that slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

### **Business Operations**

YM Group and its subsidiaries provide a range of printed products and direct marketing services to its clients who may be end users or agents acting on their behalf, predominantly in the UK.

### **Supply Chain**

The supply chain of YM Group and its subsidiaries includes the sourcing of raw materials and consumables principally related to the provision of printed material. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and, in so far as is possible, require our suppliers hold to a similar ethos.

### **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 human trafficking and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any part of our supply chain.

Slavery and human trafficking management will be addressed through our established Company policies, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

We are members of the British Print Industry Federation (BPIF) who advise on all Human Resources and Health & Safety legislation and ensure we are complying at all levels. 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 through the BPIF and will continue to do so as and when necessary.

The Company and its subsidiaries will achieve its aims and due diligence by mitigating risk, so far as is possible to do so, in the following ways (but not limited to):

- Stringent vetting of supply chains by working to and adhering to Company policies and management standards at all times;
- Continually audit and review our practices for checking all employees are paid at least the minimum wage and have a right to work in the UK;
- Use of labour monitoring and payroll systems;



- Compliance and adherence to all policies and practices will be assessed through internal Company audits, all external independent audits and our client supplier audits;
- Staff are expected to report concerns and management are expected to act upon them;
- We encourage the reporting of concerns and the protection of whistle blowers; and
- The Company and its subsidiaries will not knowingly support or deal with any business involved in slavery or human trafficking

This policy statement applies to all YM Group subsidiaries and all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, contractors, external consultants, third-party representatives and business partners.

Subsidiaries include:

<b>Company Name</b>	<b>Company Number</b>
York Mailing Limited	03582268
Pindar Scarborough Limited	07520900
YM Chantry Limited	10177057
The Lettershop Limited	00165672
Go Direct Marketing Limited	03856040

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking policy statement.

Stephen Goodman

**CEO - YM Group**

Date: 18<sup>th</sup> March 2021

**YM Group Limited**

Registered Office: Whitehall Park, Whitehall Road, Leeds, LS12 5XX  
Registered in England and Wales No. 09733703