

PackMentor Modern Slavery Policy

Purpose PackMentor is committed to upholding human rights and preventing all forms of modern slavery, forced labour, and human trafficking within our operations and supply chain. This policy outlines our position and the steps we take to ensure ethical integrity across all partnerships.

Scope & Applicability

This policy applies to:

- All PackMentor personnel, contractors, and consultants
- All suppliers, manufacturers, and service providers engaged in our packaging consultancy and sourcing activities

While PackMentor is not legally required to publish a Modern Slavery Statement under the UK Modern Slavery Act 2015 (due to turnover thresholds), we voluntarily adopt this policy to reflect our values and support our clients' compliance frameworks.

Our Commitments

- **Zero Tolerance:** We do not tolerate slavery, servitude, forced labour, or human trafficking in any form.
- **Supply Chain Integrity:** We work only with suppliers who uphold ethical labour practices and comply with relevant legislation.
- **Due Diligence:** We vet suppliers for ethical standards and reserve the right to audit or disengage from any partner found to be in breach.
- **Training & Awareness:** We promote awareness of modern slavery risks among our team and encourage open dialogue on ethical sourcing.
- **Reporting & Accountability:** Any concerns or suspected breaches can be reported confidentially and will be investigated promptly.

Supply Chain Alignment

Our supply chain partners are certified under standards such as:

- ISO 9001:2015
- BRCGS (Global Standard for Packaging Materials)
- FSC (Forest Stewardship Council) We actively follow the guidelines of these frameworks and expect our partners to maintain full compliance.

Review & Transparency

- This policy is reviewed annually or in response to regulatory changes. We are committed to transparency and welcome client requests for documentation or clarification