

The Watermill Press Limited is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking. As part of this commitment we have taken on board requirements from the Modern Slavery Act 2015.

The Watermill Press Limited make available a selection of the company policies which can be found on the company website and within this section, the full policy on Anti Slavery and Human trafficking.

The Watermill Press Limited has taken a variety of actions to verify the absence of forced, bonded or involuntary prison labour, slavery, and human trafficking in our supply chain, including the following:

1. **VERIFICATION AND RISK ASSESSMENT:** Internal assessment of supply chain risk based on country risks, supplier performance (e.g., audit and spot check results), and other indicators of supplier-specific risks. This risk assessment is conducted every 3 years and also when we consider taking on any new suppliers, or agents that we may use within our supply chain to cover varying continents. Supplier-specific risk incorporates data regarding labour management systems, the demographics of the workforce, and the use of labour agents.
2. **AUDITS:** On-site verification of The Watermill Press Limited company conformance through company employees, agents and independent, third-party audits that are announced, as well as through spot checks conducted by The Watermill Press Limited employees where viable. Spot checks assess a set of key social and environmental indicators, including indicators related to forced labour and containment of employees. We select supplier sites to audit and to spot check based on the verification and risk assessment described above. Additional detail and statistics on both audits and spot checks, as well as a discussion of findings and associated corrective actions, are available within the "IMS Standards System". If a company we deal with has been audited from a company we deem sufficient, we may accept a copy of this audit as proof, but this will be at the company's discretion.
3. **INTERNAL ACCOUNTABILITY:** Internal accountability standards and procedures to help confirm that employees and suppliers meet The Watermill Press Limited standards. This program is intended to ensure that The Watermill Press Limited employees and suppliers are aware of and adhere to established standards and processes. Supplier accountability occurs through mechanisms ranging from audit corrective actions (see "AUDITS," above) to supplier reviews and quarterly business reviews
4. **TRAINING:** Training all The Watermill Press Limited supply chain management professionals on the [ETI Base Code | Ethical Trading Initiative](#). This includes employees at all levels of the commercial and manufacturing supply chain organisations, and is conducted regularly through a variety of training approaches.

The Watermill Press Limited's Supply Chain Management organisation has responsibility for implementing and monitoring compliance to all of the supply chain activities described above.

The Watermill Press Limited confirms the following of its sites:-

1. Employment within its companies is freely chosen
2. Working conditions are safe and hygienic
3. Child labour shall not be used
4. Living wages are paid
5. Working hours are not excessive
6. No discrimination is practiced
7. Regular employment is provided
8. No harsh or inhumane treatment is allowed.