

LYONS

— PRESENTATIONS GROUP LTD

MODERN SLAVERY STATEMENT



This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Lyons Presentations Group Ltd. and other relevant group companies to prevent modern slavery and human trafficking in its business and supply chains.

● Introduction

Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. Lyons Presentations Group Ltd. recognise that, as a commercial organisation, it has a moral and social responsibility to take a zero-tolerance approach to modern slavery in all forms. We are committed to preventing slavery and human trafficking in our corporate activities and to ensuring through a process of vigorous investigation that our supply chains are, to our knowledge, free from slavery and human trafficking. This commitment applies to Lyons Presentations brands and the associated companies.

We have always taken ethical trading seriously, having adhered to stringent ethical and environmental supplier procedures since we first began trading in 1987. These procedures have ensured our supply chain and products are safe to use, fit for purpose and manufactured in ethically maintained and environmentally responsible conditions.

● Current Activity:

We undertake due diligence when considering new suppliers and reviewing existing suppliers. This due diligence includes:

- Understanding our supply chain to identify and assess particular product or geographical risks of modern slavery and human trafficking;
- Conducting supplier audits to the Ethical Trading Initiative (ETI) base code standards where possible, such as the Sedex Members Ethical Trade Audit (SMETA) and the Business Social Compliance Initiative (BSCI);
- Evaluating modern slavery risks and the risk of harmful substances in products through the assessment of our 'Supplier Questionnaire', 'Social Responsibility Declaration', 'Slavery Declaration' and 'REACH Declaration'.
- Terminating relationships with suppliers that fail to improve their performance in line with an action plan or violate our supplier code of conduct;
- Creation of a formal Supplier Management and Ethical Supply team;
- Active membership of SEDEX. Membership No. 5000000038736.

● Our Policies

- Zero Tolerance Policy - we adopt a zero tolerance policy towards Modern Slavery of any kind within our operations and supply chain. Suppliers failing to meet the company's ethical and environmental standards will be subject to a mandatory and timed Corrective Action Program (CAPR). Failure to evidence the required improvements within the agreed time frame will result in the relationship with the supplier being terminated. Similarly, evidence of forced labour in the supply chain will result in the relationship with the supplier being terminated and the supplier being reported to the relevant authorities.
- Whistleblowing Policy - we encourage all our employees to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment and any other matter of a serious nature. All reports will be fully investigated and addressed with corrective action.
- Quality and Sustainability Agreement - we are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to declare that they provide safe working conditions, treat workers with dignity and respect and act ethically and within the law in their use of labour. Serious violations of the company's Quality and Sustainability Agreement will lead to the termination of the business relationship.

● Our Business and Supply Chains

Our Business

Lyons Presentations operate as an experienced management structure providing a dedicated range of expert services and products to all our brands within the company and as a shared resource service to several independent, associated companies. Lyons trade under niche oriented brand names such as 'Rocket Badge', 'Rocket Bags', 'Rocket Charities', 'Rocket Keyrings', 'Rocket Promo' and 'The Charity Clothing Company'. The Lyons brands design bespoke promotional products in house and provide a full creative design and artworking service. Production of goods is carried out in the Far East, Asia and in the UK by approved suppliers. We source and deliver these goods to customers.

Our Supply Chain & Due Diligence

Since 2000, our supplier procedures have complied with the ETI base code and SA8000 Standard. In 2008, the company attained Sedex membership and designed a new set of supplier policies and procedure documents. These include a Supplier Policy and Supplier Index for grading supplier approval levels. These documents comply with the ETI base code and are externally audited annually as part of the ISO9001 Quality assessment.

All our core product suppliers are required to provide full audit reports meeting ETI base code standards, such as SMETA or BSCI. Our core suppliers represent approximately 80% of all products sourced or manufactured. In 2015, the company introduced a new supplier audit questionnaire which includes the introduction of a formal Corrective Action program (CAPR) whereby we liaise closely with our global suppliers to ensure continuous improvements in ethical and environmental standards. A new REACH declaration was also introduced to ensure supplier verification against the presence of harmful substances in products.

Since the introduction of the Modern Slavery Act 2015, our supplier questionnaires now include a wider range of investigative questions relating specifically to forced labour. In addition, a new Slavery declaration, based on the SA8000 Standard, has been added to our set of mandatory supplier documents. These processes exceed the ethical requirements of the Modern Slavery Act 2015 and current auditing requirements.

● Assessment of Effectiveness

Lyons Presentations' ethical, environmental and product safety procedures undergo constant review and are internally and annually assessed by our qualified auditors; in addition to our annual, external audits. The company strongly supports the aims of the UN, ETI directives and the work of BSCI and Sedex. We are committed to working with our suppliers to achieve improvements in ethical and environmental standards. Using the SA8000 Standard, ETI, SMETA, BSCI and CAPR auditing processes, we demonstrate a commitment to working with suppliers to rectify any non-compliance. Copies of our supplier policies, procedures, questionnaires, ethical declarations and quality certificates can be provided upon request.

Signed 

Daniel Lyons
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