



 STRICKER

Anti modern slavery and human trafficking statement

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1. Introduction

The UK Modern Slavery Act of 2015 requires transparency about the company's efforts to identify and eradicate modern slavery and human trafficking from their supply chains and operations.

Stricker is committed to respecting human rights maintaining ethical standards in all operations and incorporating such beliefs into its business practices worldwide.

Paul Stricker's success is built on trust-based relations with its stakeholders. The Company's values are based on ethical principles, reflecting the commitment to laws and regulations compliance, integrity, respect for the environment, and social responsibility.

2. Business and Supply Chain

Paul Stricker UK Office Limited is part of the Paul Stricker Group, with headquarters in Portugal. Paul Stricker, S.A. has more than 75 years of corporate activity, having as its core business the design, development, customization, and distribution of corporate promotional products. Paul Stricker Group counts more than 900 employees worldwide, works with clients in more than 80 countries, and has business units in Brazil, China, and several countries in Europe.

Paul Stricker Group supply chains include sourcing gift products and apparel suitable for all promotional marketing requirements and customization.

3. Policies Addressing Slavery and Human Trafficking

Paul Stricker adopts a Conduct Code, establishing its commitments to human and labour rights, environment, occupational health and safety, business ethics, and quality standards.

Paul Stricker does not tolerate, nor does it cooperate with, situations of forced labour or other forms of illegal labour or labour involving any form of abuse or any form of punishment. As such, Stricker does not participate in any form of illegal employment, providing fair employment contracts to all employees.

Stricker does not tolerate or cooperate with any form of child labour and is committed to complying with all minimum age provisions and relevant laws and regulations in this regard. Stricker complies with applicable legislation and regulations regarding the minimum age for admission to employment.

Paul Stricker includes these policies in its processes, projects, and decisions, encouraging their workers to follow them and comply with all applicable laws within the Company's business.

Stricker provides its employees with conditions that allow an adequate balance between work and private life, also complying with legal and regulatory requirements regarding salary, working hours, benefits, overtime and hiring procedures.

Stricker respects the right of its employees to join or not join a union or to organize themselves for collective bargaining, without fear of retaliation, intimidation, or harassment.

Stricker promotes a culture of respect among its partners, valuing diversity and equality, prohibiting harassment practices, and not authorizing discriminatory behaviour, namely based on race, religion, gender, sexual orientation, ancestry, age, language, territory origin, political or ideological convictions, economic situation, social context, or contractual relationship, fostering respect for human dignity. Therefore, Stricker does not condone, under any circumstances, the discrimination or harassment of any individual or group within its entire supply chain.

4. Processes and Steps to monitor risks and prevent modern slavery

Paul Stricker has a supplier evaluation programme in place with 4 stages: Registration, Qualification, Purchase, and Evaluation.

The supplier requirements for establishing business relationships between Stricker and its suppliers are based on competitiveness, reliability, quality, communication, and sustainability. These requirements are available on Stricker's website.

Paul Stricker also performs audits of working conditions at the contracted manufacturing facilities which produce products for Stricker. Audits are conducted by trained internal auditors, or by third-party auditors when required.

The Company has a Whistleblowing mechanism in place and encourages its employees and external stakeholders, including employees of third-party manufacturing contractors, subcontractors, suppliers, holders of shareholdings, persons belonging to administrative or management bodies or to tax or supervisory bodies of legal persons, including non-executive members, volunteers, or interns of Stricker to report any real or suspected misconduct, including any human rights violations. This Whistleblowing channel is available on Stricker's website.

5. Internal Accountability

Paul Stricker does not tolerate non-compliance with its prohibition against slavery and human trafficking policies. If non-compliance occurs on these matters, the Company will take immediate remedial action to mitigate, address and resolve within the shortest possible timeframe. If such non-compliance is not promptly and satisfactorily remediated, with the assurance of non-recurrence. The Company reserves the right to take any further action, including, but not limited to, termination of employment, contractual relationship and/or notification to law enforcement agencies.

6. Training

Paul Stricker adopts the policies and rules expressed in its code of conduct and expects all employees to follow them. Training on this matter is provided to all employees, being part of the onboarding process and the internal training plan.

This statement was approved in January 2023, by Paul Stricker's Board of Directors and covers all activities undertaken by Paul Stricker UK Office Limited for the financial year ending 2022.


CATARINA STRICKER
Board Director, Paul Stricker SA