



# MODEPACK

Towards perfection

## MODERN SLAVERY STATEMENT

This statement is published by MODEPACK d.o.o. in accordance with the Modern Slavery Act 2015. It is the company's first Modern Slavery Statement and it is intended to communicate the steps Modepack has taken and is committed to ensure the prevention of modern slavery and human trafficking within its business and supply chains.

### MODEPACK's business and supply chains

MODEPACK, the European manufacturer of polyethylene packaging, which ranks among the world's leading brands on the market, is headquartered in Zagreb, Croatia and has production plants at the same position.

MODEPACK has about 20 employees; management team and employees in the production plant. Company provide a wide range of products and components such as e-commerce bags, e-commerce boxes, courier bag, self-adhesive envelopes, grip bags, flat bags, security bags, S.T.E.B duty free bags, evidence bags, security labels and security seals.

The company is continually working with its suppliers towards continuous improving and thus trying to eliminate the risk of collaborating with them.

### Risk assessment

We regularly assess risk related to human trafficking and forced labour associated with our supply base. Our preliminary assessment is based upon the commodity purchased, supplier quality performance and the nature of the business transaction.

MODEPACK has large number of supplier who provide a wide range of goods and services and company has developed a risk assessment approach to identify risks of modern slavery within our supply chain.

An initial exercise was carries out to allocate a low, medium, high risk rating to each category of supplier. The second stage was to complete a more detailed risk assessment on the individual suppliers. In this way, we always want to be confident in our business and cooperation we have with our suppliers.

### Due diligence and supplier audits

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Viewing on a regular basis all aspects of the supply chain based on the supply chain mapping
- Conducting supplier audits or assessments

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- Taking steps to improve substandard supplier's practices, including providing advice to suppliers
- Participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking
- Using internal procedures suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

## Performance indicators / Training

The company tracks how it is adhering to its responsible business practices in several ways. Under the Global Assessment Program, an external assurance provider audits the implementation of relevant policies and directives (including the Code of Business Ethics and Code of Conduct), management of risks and achievement of objectives. Supplier Code of Conduct auditors follow up on high risk suppliers' adherence to the Code of Conduct requirements.

We understand the importance of providing regular training on human rights topics, such as modern slavery and human trafficking, in order to raise awareness and increase commitment across the company and within the supply chain.

## Board approval

This statement has been approved by the company management and shall be reviewed by the management review team regularly.

Date and place: *01.12.2017. Zagreb, Croatia*

Name and position: *Jure Širić, Managing Director*

Signature: \_\_\_\_\_