

# Slavery and Human Trafficking Statement

## Company description and organisation

The Bischof+Klein-GROUP is one of Europe's leading full-service suppliers of flexible plastic packaging and technical films. The family-owned company employs a total of around 2,800 staff at five production plants in Germany, France, the United Kingdom and Poland and has a worldwide network of sales offices. Around 1,458 employees currently work at the main location, B+K Lengerich (NRW), with around a further 762 at B+K Konzell (Bavaria).

The raw and auxiliary materials used to manufacture these products are primarily sourced from the European Union. As a globally operating company, however, Bischof+Klein is also reliant on international markets. The Bischof+Klein-GROUP's „Lead Buyer Organisation“ is responsible for this; taking account of all applicable laws and standards, including the UK Modern Slavery Act, it selects, qualifies and evaluates suppliers and is accountable for procuring all raw and auxiliary materials.

## Ethical and moral principles relating to the UK Modern Slavery Act

The conduct of the company and all employees is based on internationally recognised ethical and moral principles. Bischof+Klein is committed to the codes of the GKV (German national plastics processing industry association), the BME (German Association of Materials Management, Purchasing and Logistics) and the ETI (Ethical Trading Initiative). Bischof+Klein confirms compliance with the Universal Declaration of Human Rights of the United Nations and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO). The company confirms its compliance with the UK Modern Slavery Act as well as all other relevant, applicable laws and regulations.

Bischof+Klein is a member of the SEDEX (Supplier Ethical Data Exchange) and EcoVadis databases, and has successfully undergone SMETA (Sedex Members Ethical Trade Audit) and TfS (Together for Sustainability) auditing.

The company also has its own compliance programme – the Bischof+Klein code of conduct. In addition to the company's values, this code of conduct also contains rules concerning the topics of „competition law“, „anti-corruption“ and „embargo control“. As an internationally established company, Bischof+Klein thrives on human diversity and does not tolerate any form of discrimination whatsoever on the basis of gender, age, religion, race, social background, disability, ethical or national origin, nationality, membership of employee organisations including trade unions, political membership or views, sexual orientation, family obligations or marital status at the workplace. The corporate philosophy also includes the fact that no person is exposed to any form of physical, psychological, sexual or verbal violence by the company or its employees. Bischof+Klein strictly rejects all forms of child, forced and mandatory labour as well as serfdom and human trafficking. The company lives out a culture of trust, respect and dignity in interpersonal relationships. The right to freedom of expression and association is maintained.

## Risk management in the supply chain

A risk analysis based on the goods groups for raw and auxiliary materials confirms that only relevant quantities of aluminium and polyester materials on reels and plastic granules are procured from critical countries outside of Europe. The suppliers consequently defined as critical are also obliged to comply with the above described requirements and to confirm this in writing. With knowledge of the legally applicable requirements, it is assumed that no risks exist for any of the other procurement processes.

## **Due diligence processes**

With reference to the UK Modern Slavery Act, the Bischof+Klein-GROUP's due diligence process encompasses various measures and procedures. These include e.g.:

- The selection procedure for new employees based on the legislation valid in Germany and the EU, particularly labour law.
- Automated embargo check for all employees, suppliers and customers against the relevant EU and US sanctions lists.
- As part of the supplier evaluation, all suppliers from risk countries identified within the framework of the risk analysis were obliged to take note of all relevant ethical guidelines and confirm their compliance with them.

## **Training courses**

The compliance programme is available to all employees in the form of a code of conduct. As part of a regular compliance training course, all relevant employees were trained in the fundamental ethical, moral and legal concepts, including the requirements of the UK Modern Slavery Act, in the 2021 financial year.

## **Summary**

Bischof+Klein is also aware of its corporate responsibility in relation to the UK Modern Slavery Act and supports all measures to enforce its requirements. No violations of the UK Modern Slavery Act in the 2021 financial year are known.

Lengerich 2022/06/20

With kind regards

Bischof+Klein SE & Co KG