

# Modern Slavery Act Statement

01/01/2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that The Imaging Warehouse and its subsidiary undertakings, including PermaJet, Premier Ink and Online Paper, (“TIW” or the “Group”) have taken and will continue to take to address the risk of modern slavery or human trafficking taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

## Our business

The Imaging Warehouse Group is a leading UK supplier into the digital and analogue photographic market. Our digital printing portfolio includes photographic and fine art papers, desktop and large format printers and the full range of Inks to support. Our analogue darkroom range includes film, film processing chemicals, papers and specialist developing and processing equipment. The Group’s operations are wholly located

within the UK comprising multiple warehouses, a fabrication facility and a trade distribution centre.

TIW is committed to best corporate practices and ethical values and has a zero-tolerance approach to any form of modern slavery. The Group is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## Potential risk areas

The two parts of our operations where we consider there is a potential risk of modern slavery are our supply chain and employees.

### *Suppliers*

The Group sources globally across our product portfolio. Given many originate from overseas locations we have identified some as carrying a higher potential risk of modern slavery.

## *Employees*

The group currently has 18 employees all of whom are based in the UK. Risk areas include the right to work in the UK and minimum statutory pay provisions. These are judged as extremely low probability but something to be mindful of.

We view our overall risk to be low.

## **Policies and procedures**

In order to mitigate the risk of modern slavery within the risk areas identified the Group operates a number of policies and practices covering suppliers and recruitment.

Following training in 2018 & 2019, the Group undertook the following activities during the year:

1. Senior management cascaded the key themes of Modern Slavery to their own teams as appropriate.
2. Major suppliers completed a Supplier Assessment questionnaire providing details about how they conduct business including confirming they have a policy that ensures their employees are treated fairly with equal opportunities designed to eliminate victimisation and forced labour. The questionnaire also asks whether they ensure their suppliers have a similar policy.

Through 2020 & 2021, the Group intends to:

1. Perform a risk assessment of all significant suppliers to identify further suppliers that we require to complete the Supplier Assessment questionnaire detailed above. The outcome of all Supplier Assessments will be reviewed by senior members of the procurement team, risk assessed with follow up enquiries and actions put in place as required.
2. All significant suppliers will be written to clarifying the TIW Group policy and expectations to ensure they comply with the Modern Slavery Act.
3. Recruitment through agencies will cease and all future recruitment will be bought in house to ensure compliancy against modern slavery.

## Approval of this statement

This statement was approved by the Board of Directors on 1<sup>st</sup> April 2019 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Robin Whetton'. The signature is written in a cursive style with a large initial 'R'.

Robin Whetton  
Managing Director  
The Imaging Warehouse Ltd