

**CPI Group (UK) Ltd** and its subsidiary companies are committed to improving our practices to combat slavery and human trafficking. We have developed, and continue to develop, processes to identify breaches of human rights, including slavery and human trafficking, in our supply chain.

### **Organisational structure**

We are a leading book manufacturer, and provider of print, fulfilment, mailing and similar products and services to publishers and business in a wide range of market sectors.

With our subsidiaries we have approximately 1,000 employees based at sites across the UK, and have a combined annual turnover in excess of £100 million per annum.

### **Our business**

Our operating subsidiaries are:

*CPI Antony Rowe Ltd*, which operates from premises in Chippenham, Melksham, Eastbourne and Bognor

*CPI Books Ltd*, which operates from premises in Chatham, Aylesford and Croydon

*CPI Colour Ltd*, which operates from premises in Croydon and Central London

*CPI William Clowes Ltd*, which operates from premises in Beccles

*CPI Group UK* finance and shared services operate from premises in Croydon

We also have a Central London sales office, and our registered office and legal services department in Durham.

CPI Books Ltd., and CPI Antony Rowe Ltd., are required by the Modern Slavery Act 2015 to publish this statement, although this statement applies to all CPI UK companies.

### **Our supply chains**

Our supply chains include: paper, ink, board, adhesives, logistics, and energy. The vast majority of our purchases are from countries within the EEA and USA. We do not trade with countries which are the subject of sanctions or embargoes imposed by either the United Nations or the UK government.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have formulated and are implementing audit procedures applicable to each supplier. This is an ongoing process intended to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff and encourage those in our supply chain to provide similar training to their staff.

### **Further Steps**

We recognise that modern slavery and human trafficking are evolving issues. Each of our employees involved in procurement is encouraged to monitor news media and professional publications to ensure their knowledge of the issues is current and that our processes therefore remain effective.

### **Oversight and Management**

The Group Legal Director is responsible for ensuring compliance with the requirements of the Act.

Day to day management of prevention of modern slavery in the supply chain lies with the procurement team.

Day to day management of prevention of modern slavery within each entity in the group lies with the senior management and HR teams of the entities.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for CPI Group (UK) Ltd and each of its subsidiaries for the financial year ending 31<sup>st</sup> March 2021.

M W Robson

Group Legal Director

31<sup>st</sup> March 2021