

# Modern Slavery Act Policy Statement

This statement is being published in satisfaction of the statutory obligation under the section 54 of the UK Modern Slavery Act (2015) on behalf of Latcham.

## Our Business

Our vision is to help our clients simplify complex customer communication problems using digital printing, cross media and secure document management solutions. We achieve this by bringing together the best people, technology and resources within a secure facility in order to deliver effective solutions for all critical customer communications and marketing requirements.

## Our Commitment Statement on Modern Slavery and Human Trafficking

Respect for human rights is an integral part of the corporate social responsibility commitments of Latcham. Latcham strives to operate in accordance with the highest standards of conduct, ethics, and fair treatment. Accordingly, Latcham strongly opposes illegal human trafficking and forced labour (and all other forms of modern slavery) in any form.

## Our Services and Supply Chains

Latcham is a marketing services business, which predominantly employs professionally qualified and highly skilled employees. As a services business that does not manufacture most goods, Latcham's supply chain is limited and consists of goods and services procured to enable our employees to deliver our services. Additionally, the print technologies sector in which we operate is also not a high-risk sector for the purposes of modern slavery. As such, we consider the risk of modern slavery or human trafficking occurring within our business and supply chain to be low.

## Our Policies and Procedures

Despite having assessed that the risk of modern slavery or human trafficking in our supply chain is low, Latcham still takes the issue very seriously and has various policies and procedures in place which assist in protecting against this.

As to our own employees, we take great care to comply with all applicable employment laws. Latcham is committed to building a diverse and inclusive organisation, we require all our employees, officers, and directors to abide by a detailed code of business conduct and ethics, which requires that they comply with all laws, rules and regulations applicable to Latcham wherever it does business. This policy also requires employees, officers and directors of Latcham to deal honestly, ethically and fairly with its suppliers, customers, competitors and employees, and to ask questions, seek guidance, report suspected violations and express any concerns regarding compliance with it.

As to our suppliers, Latcham's standard supplier contract terms contain a clause by which suppliers commit to abiding by Latcham's Supplier Code of Conduct, which document expressly requires that suppliers comply with slavery and human trafficking laws of the country or countries in which they conduct business, to ensure that slavery, servitude, forced or compulsory labour and human trafficking are not taking place in their supply chains, and to deal honestly, ethically, and fairly in these relationships.

## Approved

The above statement has been approved by the directors of Latcham and constitutes its slavery and human trafficking statement for 2025.



Mike Hughes  
Managing Director  
8th May 2025