

## Our business

The Pemberstone Ventures group of companies (the “Group”) has over 350 employees worldwide and operates in the UK, Slovakia and China. The Group has an annual turnover of £70m. The group comprises the following companies:

Synthotec Group Limited

Talisman Plastics Limited

Secura Labels Limited

Maxim Industries Limited

Ingenious Locks & Hardware Limited

Intellitect Water Limited

The Harman Group Limited

Loughborough Projects Limited

Details of the businesses within the Group can be found on the website of the relevant company.

## Our supply chain

The Group has reviewed in detail the requirements of the Modern Slavery Act 2015 to help it improve transparency and awareness of its supply chain in the area of modern slavery. We have categorised our supply chain into three key areas and have assessed risk and how to improve our understanding as follows:

1. Commodity supplies where we acquire product via brokers and wholesalers from either the UK or Europe

*Many of these supplies are from large scale commodity providers of UPVC, polymer, paper and inks. We have very little direct access to further down these supply chains and therefore cannot conclude on how compliant these companies are. Further work will be undertaken to review their compliance and transparency statements during this year and consideration will then be given to requesting direct confirmations of compliance as necessary.*

2. UK suppliers where we engage directly

*Our subsidiaries are all very close to their main UK suppliers engaging regularly and having a good awareness of the practices they adopt. Suppliers' own Modern Slavery statements and practices will be examined and training will be provided to local teams to better identify potential issues going forward but this is seen as a low risk area.*

### 3. Overseas suppliers in particular in China and the far east

*We have two companies that source from this region. Each company has direct access to suppliers and they carry out a variety of audits on both taking on a supplier and then ongoing quality each year. Currently these audits focus on quality control processes and a general assessment of working practices. Currently all suppliers' practices are deemed acceptable and normal for that region. Further training will be provided to local teams to better identify issues going forward.*

## **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. We are committed 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.

As part of our initiative to identify and mitigate risk we are working on procedures 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.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2022.

Mark Anslow  
Pemberstone Ventures Limited  
Date: 18<sup>th</sup> July 2023