

Modern Slavery Act

STATEMENT AGAINST MODERN SLAVERY AND HUMAN TRAFFICKING

Introduction

The Modern Slavery Act 2015 which came into force on 29 October 2015 places a duty on larger organisations to publicly report steps they have taken to ensure that their operations and supply chains are trafficking and slavery free. PF Concept UK is committed to social and environmental responsibility and at all times tries to ensure that the organisation and its supply chains are free from modern slavery and human trafficking. This statement highlights the key activities undertaken by PF Concept UK during this financial year to combat modern slavery in our organisation

Organisation Structure and Business

PF Concept UK Limited and PF Concept UK Operations Limited are part of Europe's largest supplier of promotional products and of a range of apparel to satisfy all marketing requirements. PF Concept UK Limited and PF Concept UK Operations Limited are subsidiaries of PF Concept International Coöperatief U.A., part of the Polyconcept Group of Companies, which has its operational head office in the USA. The Polyconcept Group has over 4000 employees worldwide and operates on five continents. The Polyconcept Group has a global annual turnover of over £ 600 million.

Supply chains

The Polyconcept Group supply chains include the sourcing of gift products and apparel suitable for all promotional marketing requirements and customization.

Policies on slavery and human trafficking

The Polyconcept Group is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. It has appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of its business. Its Anti-Slavery policy reflects its commitment to acting ethically and with integrity in all of the Polyconcept Group's business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains. We continuously review and update all our policies.

Due diligence processes for slavery and human trafficking

The Polyconcept Group is confident that it has a robust system for monitoring its supply chain, and has a zero tolerance for any factory that is found to be engaged in human trafficking and slavery.

The Polyconcept Group believes that its policies and procedures are consistent with requirements under the UK Modern Slavery Act 2015. It requires its suppliers to abide by its code of conduct. The Polyconcept Group also conducts factory inspections and audits performed by certified external parties as well as own teams, which include criteria related to unacceptable labour practices embodied in the Act.

As part of the Polyconcept Group's initiative to identify and mitigate risk it has in place systems to:

- Identify and assess potential risk areas in its supply chains.
- Mitigate the risk of slavery and human trafficking occurring in its supply chains.
- Monitor potential risk areas in its supply chains.
- Encourage the reporting of concerns and the protection of whistle blowers.

Supplier adherence to values and ethics

The Polyconcept Group has a zero tolerance to slavery and human trafficking. To ensure all those in its supply chain and contractors comply with its values or ethics the Group has in place a supply chain compliance programme.

The Polyconcept Group has a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Sustainability
- Category Management
- Audit and Compliance
- Procurement
- Human resources

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and its business, the Polyconcept Group provides training to its relevant staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Anti Slavery and Human Trafficking Statement of PF Concept UK Limited for the financial year ending 2024. It was approved by the Management on May 1 2025.

Date: 1st June 2025

PF CONCEPT UK Limited



Pieter Boonekamp

Managing Director and CEO PF Concept