

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Prosign Print & Production Ltd (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2022.

OR

This statement applies to all companies within and associated to Prosign Print & Production Ltd (referred to in this statement as ‘The Group’). The information included in the statement refers to the financial year 2022.

B) ORGANISATIONAL STRUCTURE

Prosign Print and Production’s structure comprises of one main head office only, based in Nottingham UK. Two directors, Stephen Hardy is the Managing Director and Connor Hardy the Commercial Director. Assisting the two directors is one production manager and one office manager.

The Business operates in the print, display, signage and visual communications industry. Our products range from, retail graphics, office graphics, exhibition graphics, wallpaper graphics, vehicle livery, signage and any visual way to communicate a brand, advertisement or direction.

Our services are generally offered to other businesses but occasionally are also sold to the public for use in their own homes.

Our services are only conducted within the UK.

Our staff are all either trained on site at our facility or sent to training programmes run with reputable UK suppliers.

C) DEFINITIONS

Prosign Print & Production Ltd considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

Prosign Print & Production Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015.

Prosign Print & Production Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Prosign Print & Production Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Prosign Print & Production Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking.

Prosign Print & Production Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

E) SUPPLY CHAINS

In order to fulfil its activities, Prosign Print & Production Ltd main supply chains include those related to Equipment - Canon, Mimaki, Zund, Kongsberg, Epilog, rolls roller
Material suppliers – Antalis, Amari, Canon

POTENTIAL EXPOSURE

Prosign Print & Production Ltd considers its main exposure to the risk of slavery and human trafficking to exist through our supply chain that import materials and parts from China, far east and south America

In general, Prosign Print & Production Ltd considers its exposure to slavery/human trafficking to be very small it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

F) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Prosign Print and Production as it did for others across the nation.

The Organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

During the pandemic, the company's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Prosign employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking. Prosign initially took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence, however the two directors of the business continued to work developing a range of PPE and as soon as there was an increased requirement, all staff were brought back into the factory and operated under the government guidelines as key workers to the pandemic.

The company's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery;

H) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- All suppliers will be asked to supply us with their own modern day slavery statement and process to illuminate this

I) POLICIES

The Organisation has the following policies which further define its stance on modern slavery a modern slavery policy; a corporate social responsibility policy; supplier code of conduct; recruitment policy.

J) TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery induction training, training on modern slavery policies.

K) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval.....

Signed by Stephen Hardy : Managing Director

Signed:



Date 01/08/2026 – review date 30/08/2027