

Modern Slavery Policy



This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Acorn Web Offset Ltd to prevent slavery and human trafficking from taking place in our supply chains or in any part of the business.

Introduction

Acorn Web is strongly committed to preventing modern slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from modern slavery and human trafficking.

This policy statement covers the activities of Acorn Web Offset Ltd.

Organisation Structure and Supply Chains

Acorn Web has been manufacturing in the UK for more than 40 years, originally founded in 1979 producing newspapers and general print, we now specialise in web offset A4 & A5 high quality brochures and magazine print. We pride ourselves on our reputation for providing a high-level service that is tailor made to meet the individual needs of our customer.

As part of the print industry, we recognise that we have a responsibility to take a robust approach to modern slavery and human trafficking. We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain.

We want to build lasting relationships with our customers and want them to feel confident that our business operates responsibly through respecting our people and the environment. We uphold the highest ethical standards therefore, we want to collaborate with suppliers, contractors and other business partners that endorse the same high values as ourselves.

Raw materials required to produce our product, paper, inks, and other essential materials are sourced from highly regarded suppliers who allow us to rely on the integrity of their supply chain.

Policies

We are committed to maintaining a transparent and open culture ensuring our people are aware of our policies and procedures which are in accordance with employment legislation and ensure fair treatment of everyone.

Our people are encouraged to raise any concerns or suspicions they may have of modern slavery and human trafficking within any part of our business or supply chains to either their line manager, through our whistleblowing policy or through the modern slavery helpline. No one will suffer any detrimental treatment for reporting in good faith their suspicion even if they turn out to be mistaken.

Copies of the policies are included in our induction process and issued to all employees.

Whistleblowing Policy
Anti-bribery Policy
Equal Opportunities Policy
Bullying and Harassment Policy

To continue with our commitment in raising awareness to modern slavery and human trafficking we will continue communications through noticeboards and review our policies regularly. The modern slavery policy/statement is available on the company website and can be obtained from the HR department on request.

Suggestions, ideas, proposals, or any type of feedback that may well improve efficiency or benefit the company in the running of its daily operations are welcomed and should be addressed to line managers, or an EDG representative.

The Employee Discussion Group (EDG) consists of representative members of management and employees, the meetings are held once a month to allow a full exchange of information, views and matters raised as between management and staff for consideration. A list of appointed EDG representatives is displayed upon the noticeboards along with minutes taken from the meetings, individual copies are made available to employees on request.

Trade Union – Although we are a non-union organisation, we recognise that all employees have a statutory right to join trade unions. No employee will be treated unfairly if they decide to join or not join a trade union.

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Responsible Recruiting

Our commitment is to ensure our recruitment process is fair and consistent and allows equal treatment to everyone so there is no discrimination.

Our hiring process is in accordance with employment legislation, our policies and procedures ensure we comply with employment laws, working conditions and their environment.

Right to work checks are conducted to ensure employees have the legal eligibility to work in the UK. The Company takes a copy of the employee's original documents and then these are returned to the employee. No one is employed unless the documentation is confirmed.

We do not charge employees any recruitment fees or deposits, whether that is direct or through agencies and we do not force them to work excessive hours. We insist that all employees are given contracts of employment and are treated equally and fairly. In relation to working hours, we offer the recommended rest breaks and holidays, and we pay at least the national minimum wage without delays or unlawful deductions. All migrant workers are treated in accordance with UK legislation all other existing policies.

As our business produces throughout the year from time to time we may rely on the support of agency workers, the labour is supplied by a reputable labour provider who work in partnership with Stronger Together, Gangmasters & Labour Abuse Authority (GLAA) and Association of Labour Providers (ALP). All the agency consultants receive training on modern slavery.

Training and Awareness

Training is provided to management at all levels to increase their awareness of modern slavery and human trafficking, so they can understand, identify, and report on these risks. Furthermore, our poster campaign, and other promotional material across site has helped raised awareness of modern slavery and human trafficking to our workforce.

- What is modern slavery?
- How to spot the signs of modern slavery and how to report potential modern slavery or human trafficking issues, for example through the Modern Slavery Helpline - 0800 121 700

Due Diligence

In 2023, we introduced due diligence in the shape of a questionnaire. This questionnaire was designed to help identify and assess possible risks within our business when considering taking on new suppliers and when regularly reviewing its existing suppliers. The results of this questionnaire are confidential and will not be shared beyond the company.

In the event of high risks being identified the company will not support or deal with any business knowingly involved in modern slavery or human trafficking.

We understand that the risks from modern slavery change therefore we will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our business, or in any of our supply chains, and expect our suppliers to be vigilant throughout their own supply chain and hold their own suppliers to the same high standards.

This statement has been approved by the Board of Directors and signed by:

A handwritten signature in black ink, appearing to read 'M Roberts', written over a white background.

Mark Roberts
Managing Director
Date 16.04.24