Modern Slavery and Human Trafficking Statement

Mint Manufacturing Ltd
Financial Year: 1st July 2026 to 30th June 2027

A) ORGANISATION

This statement applies to Mint Manufacturing Ltd ("the Organisation"). The information included in this statement relates to the financial year 2026/2027.

Mint Manufacturing Ltd is a UK-based design and manufacturer of point of sale display units, supplying brands across the retail. The Company is committed to conducting business ethically, transparently and with integrity in all its operations and supply chains.

B) DEFINITIONS

The Organisation 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.

C) COMMITMENT

The Organisation acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing modern slavery, human trafficking, forced labour and exploitation in all aspects of its business and supply chain.

The Company maintains a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings. We recognise that combating modern slavery requires ongoing vigilance and continuous improvement of our practices and procedures.

The Organisation does not knowingly conduct business with any organisation, in the United Kingdom or overseas, that is involved in slavery, servitude, forced labour or human trafficking.

All employees engaged by the Organisation are employed voluntarily and in accordance with UK employment legislation, including the National Minimum Wage Act, Working Time Regulations and Equality Act 2010.

D) ORGANISATIONAL STRUCTURE

The Organisation is a UK-based manufacturer specialising in the design, manufacture and supply of point of sale display units for customers across a range of retail sectors.

The Organisation operates from its manufacturing facility and offices within the United Kingdom and employs approximately 104 employees across design & development, production, warehousing, sales, design, administration and management functions.

The Organisation's operations are overseen by its Director and Senior Management Team, who are responsible for ensuring compliance with all applicable legal and ethical obligations.

All work undertaken by the Organisation is carried out within the United Kingdom. The Organisation does not operate manufacturing facilities overseas and does not engage workers outside the UK.

E) SUPPLY CHAIN STRUCTURE

To support its manufacturing activities, the Organisation procures raw materials, components and business services from suppliers located within the United Kingdom.

Key supply chain categories include:

- Timber, MDF
- Plastic sheet materials;
- Metalwork;
- Printing and graphics materials;
- Packaging materials;
- Transport and logistics services;
- Professional and business support services.

The Organisation sources its materials from established UK suppliers and does not import materials or components directly from overseas manufacturers.

Given the predominantly UK-based nature of its supply chain, the Organisation considers the complexity of its supply chain to be relatively low compared with organisations operating extensive international sourcing arrangements**.**

F) ORGANISATIONAL POLICIES

The Organisation supports its commitment to ethical business practices through a range of policies and procedures, including:

- Modern Slavery Policy;
- Business Ethics Policy;
- Recruitment and Selection Policy;
- Whistleblowing Policy;
- Equality, Diversity and Inclusion Policy;
- Anti-Bribery and Corruption Policy;
- Supplier Code of Conduct;
- Health and Safety Policy.

These policies promote lawful, fair and ethical employment practices and encourage employees and stakeholders to report any concerns regarding unethical conduct.

G) ASSESSING AND MANAGING RISK

The Organisation recognises that modern slavery can occur in any sector or supply chain. However, due to the nature of its business operations, the Organisation considers its overall exposure to the risk of modern slavery and human trafficking to be low.

Factors contributing to this assessment include:

- All employees are employed within the United Kingdom;
- Manufacturing operations are carried out solely within the UK;
- Materials and components are sourced from UK-based suppliers;
- The Company complies with UK employment legislation;

Despite the relatively low risk profile, the Organisation remains vigilant and continues to review its operations and supply chain arrangements to identify and address any potential risks.

H) DUE DILIGENCE IN RELATION TO MODERN SLAVERY

The Organisation undertakes appropriate due diligence to ensure that modern slavery and human trafficking do not occur within its business or supply chain. The Organisation:

- Conducts annual supplier reviews on the top suppliers;
- Prefers established UK-based suppliers;
- Maintains long-standing relationships with reputable suppliers;
- Reviews supplier performance and conduct on an ongoing basis;
- Requires compliance with applicable employment and labour legislation;
- Investigates any concerns raised regarding unethical employment practices.

No incidents of modern slavery or human trafficking have been identified within the Organisation's operations or supply chain during the reporting period.

Mint

I) TRAINING

Modern slavery awareness forms part of management and HR compliance responsibilities. Relevant managers receive guidance on recognising the signs of modern slavery and human trafficking and are aware of the procedures for reporting concerns.

Employees are encouraged to report any concerns through the Organisation's Whistleblowing Policy, which provides a confidential route for raising concerns regarding unethical or unlawful conduct.

J) MONITORING AND EVALUATION

The Organisation monitors the effectiveness of its approach to preventing modern slavery through the following measures:

- Annual review of this Modern Slavery Statement;
- Ongoing supplier risk assessments;
- Monitoring of supplier compliance issues;
- Review of any whistleblowing reports or ethical concerns;
- Evaluation of training completion rates;
- Periodic review of procurement and recruitment processes.
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The Organisation continually seeks opportunities to strengthen its approach and improve visibility within its supply chains.

K) STEPS TAKEN DURING THE REPORTING PERIOD

During the reporting period, The Organisation has taken the following steps to minimise the risk of modern slavery within its business and supply chains:

- Maintained a zero-tolerance approach to modern slavery and human trafficking;
- Reviewed supplier onboarding and approval procedures;
- Incorporated modern slavery considerations into supplier due diligence activities;
- Continued to promote ethical recruitment practices;
- Maintained whistleblowing procedures enabling employees to report concerns confidentially;
- Reviewed relevant internal policies supporting ethical business conduct;
- Monitored higher-risk supply chain categories and suppliers where appropriate;
- Raised awareness amongst management and relevant employees regarding modern slavery risks.

The Organisation has not, to its knowledge, conducted business with any organisation that has been found to be involved in modern slavery or human trafficking.

L) MODERN SLAVERY COMPLIANCE OFFICER

The Organisation's Managing Director has been designated as the Modern Slavery Compliance Officer and is responsible for overseeing the Company's efforts to prevent modern slavery and human trafficking.

Any concerns regarding modern slavery, forced labour or human trafficking should be reported immediately through the Company's management or whistleblowing procedures.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Organisation's Modern Slavery and Human Trafficking Statement for the financial year stated above. The statement will be reviewed and updated annually.

11/06/2026
Date of approval by .....

stephen hughes
Signed.....

11/06/2026
Date.....

CP1030 Mint Ltd Modern Slavery and Human Trafficking Statement

Final Audit Report 2026-06-11

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