

MODERN SLAVERY STATEMENT

Introduction

This statement is prepared for the purposes of Section 54(1) of the Modern Slavery Act 2015 and forms our slavery and human trafficking statement for the financial year ended 31 March 2021.

Eakin Ltd is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of slavery and human trafficking taking place within the business or our supply chain.

This statement sets out the steps being taken by Eakin Ltd during the financial year, to help prevent slavery and human trafficking within our business and its supply chain. Eakin Ltd views the steps being taken as an evolving process and will continue to monitor and review its risk profile to improve and strengthen its practices going forwards.

Our Business

Eakin Ltd have celebrated over thirty years of consistent business and has been committed to excellence in in service and in the products provided. Eakin Ltd has emerged as Ireland's foremost number plate provider and has gone the extra mile by providing customers with a wide variety of branded automotive products to support their business.

Alongside the work in the automotive industry Eakin Ltd has developed a competitive service for businesses, organisations and individuals in print and design. A dedicated and experienced team of in-house graphic designers deliver a professional, quality service that works with customers every step of the way. A vast range of paper products and branded merchandise offer businesses a multitude of ways to promote themselves and the further reach of their brand.

The newest addition to Eakin's services is a range of branded clothing and workwear designed to fit out all forms of business in comfortable, stylish and functional uniforms.

Whatever the service or product Eakin Ltd delivers dedicated customer service. The team at the Portadown headquarters or any of the six area reps on the road are always ready to deliver the quality service that Eakin Ltd are known for.

Our Supply Chains

We select our suppliers and business partners carefully and, where possible, conduct due diligence on them, so that we are comfortable that we are doing business with trusted partners and, known parties, who effect business in full compliance with local law and best practice. We encourage all of our suppliers to comply with our policies, often by raising awareness of our policies as part of our procurement tender processes and/or we expect that they will have similar policies in place.

Eakin Ltd expects all of its suppliers, contractors and service providers to act ethically and with integrity and to have in place effective systems, safeguards and controls to ensure modern slavery is not taking place anywhere in their own business or in their supply chains.

Before any new supplier, contractor or service provider is approved, Eakin Ltd, carries out appropriate due diligence on the supplier, including requiring the supplier to submit a "Supplier Set Up Form". As part of this process, Eakin Ltd, carries out an online search to ensure that an organisation has not been convicted of any offences, including, but not limited to, offences relating to modern slavery whether through human trafficking, slavery, child labour or otherwise.

Our Policies

To help prevent modern slavery or human trafficking in our business and supply chains, we have adopted an Anti-Slavery Policy. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity, and to implementing effective systems and controls to help ensure slavery and human trafficking is not taking place in our business and supply chains. We will monitor and update this Anti-Slavery Policy as necessary going forwards.

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These policies include:

- **Anti-Slavery Policy:** This policy sets out the company's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- **Code of Conduct:** The Code of Conduct explains the way we behave as an organisation and details the core values and duties that we expect all stakeholders and employees to adhere to. All employees are responsible for reading, understanding, and complying with the principles as outlined in the Code of Conduct. The Code of Conduct is also covered in the Employee Handbook in the Employee Standards section.

Reporting Concerns: Employees are encouraged and asked to report genuine concerns that they may have over possible violations to the Code of Conduct or any other concerns that they feel are unlawful or unethical. Concerns may be reported anonymously or through your line manager. Such concerns will be kept confidential by us to the extent that the law permits.

- **Recruitment Policy:** We have a Recruitment Policy that outlines the processes to follow when recruiting, including conducting Right to Work Checks and a prospective employee's eligibility to work in the UK and Ireland.

Due Diligence Process for Modern Slavery

As part of Eakin Ltd's commitment to identify and mitigate modern slavery risks, we will continue to build long-standing relationships with our suppliers and make clear our expectations of them and their business behaviour. We primarily address risk by reviewing internal controls and training, and by actively working with our suppliers as part of our due diligence process. Our process operates as follows:

- The tendering of new contracts will include an obligation that suppliers comply with the Modern Slavery Act 2015;
- To ensure an understanding of the potential risks of modern slavery in delivering our services and managing our supply chain, we do and will continue to provide training for our employees;
- We have internal systems in place to encourage the reporting of concerns and the protection of those employees via Expolink;
- We operate to high ethical standards;

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and its supply chains, we continue to provide training for our employees in order that they can identify potential signs of modern slavery and human trafficking and, if necessary, report them without fear of penalty.

Measuring Effectiveness

Eakin Ltd uses the following measures, amongst others, to monitor and assess how effective we have been as a business at ensuring that modern slavery and human trafficking is not taking place within our business or supply chains:

- Completion of audits reviewing the appropriateness of existing controls;
- The use of effective labour monitoring procedures and payroll systems;
- An assessment of the level of communication and personal contact with the
 - next link in the supply chain, and to ensure that we have their full understanding and compliance with the Act and our expectations of them in relation to it.

Corporate Responsibility

Eakin Ltd believe in increased transparency in how businesses are playing their part in preventing slavery and human trafficking. We will continue to monitor the effectiveness of our compliance programme. We will publish an updated Modern Slavery Act Transparency Statement each financial year.

Responsibility for Eakin Ltd compliance with the Modern Slavery Act lies on an operational basis with the Board of Directors of the company. This statement is issued with the consent of the Board of Directors of Eakin Ltd who has duly approved this statement.



Noel Eakin
Managing Director
April 2021