

## Modern Slavery and Human Trafficking Statement

**James Cropper Plc (the "Company") and its subsidiaries including (but not limited to) James Cropper Speciality Papers Limited, James Cropper Converting Limited, James Cropper 3D Products Limited and Technical Fibre Products Limited, (together the "James Cropper Group" of "Group") have a zero tolerance approach to any form of modern slavery and we are committed to acting in an ethical manner and with integrity and transparency in our business dealings. This statement outlines the steps taken by the James Cropper Group in the financial year ending 31 March 2018 to ensure that slavery and human trafficking is not taking place within any part of our business or within our supply chains.**

### ORGANISATION'S STRUCTURE

We are a global manufacturer of specialist paper, high performance non – woven advanced materials and sustainable moulded paper packaging. We are the parent company of the James Cropper Group. The Group has over 560 employees worldwide and operates in 12 countries worldwide.

In the year ended 31 March 2018, the Group had a global annual turnover of £96m, with over 55% of products exported around the world.

### OUR BUSINESS

Our business is organised into four main operating segments, principally based in Cumbria in the UK:

**James Cropper Paper Products ("Paper"):** comprising:

- **James Cropper Speciality Papers Ltd** – a manufacturer of specialist paper and boards.
- **James Cropper (Guangzhou) Trading Co Ltd** – Sales and Marketing, based in China.
- **James Cropper Converting Ltd** – a converter of paper.

**James Cropper 3D Products ("Colourform"):** comprising:

- **James Cropper 3D Products Ltd** – a manufacturer of moulded fibre products.

**Technical Fibre Products ("TFP"):** comprising:

- **Technical Fibre Products Ltd** – Manufacturer of advanced materials.

- Tech Fibers Inc – Holding company, based in the USA.
- Technical Fibre Products Inc – Sales and Marketing, based in the USA.
- Metal Coated Fibers Inc – Manufacturer of metal coated carbon fibres, based in the USA.
- Electro Fiber Technologies llc – Manufacturer of metal coated fibres, based in the USA.

**Group Services:** comprises central functions providing services to the subsidiary companies.

## **OUR SUPPLY CHAINS**

We source goods, materials and services, including the following, directly from suppliers:  
 - Raw materials, principally related to the manufacture of paper and non – woven advanced materials; Product packaging and labelling; Marketing materials; office supplies; Engineering supplies; Couriers and shipping; waste, recycling and environmental services; Laboratory related services; Utilities; Recruitment; IT, Marketing, professional and training services.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our values reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We operate a thorough supplier selection process and have a close knowledge of key suppliers with whom we have long-standing relationships. We source a large majority of our goods and services from European and North American suppliers, in which regions modern slavery is not prevalent, but we recognise that certain goods/services and the countries from which they are sourced, may carry greater risk.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we will have put in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have a dedicated compliance team, which consists of representatives from the following departments:

- Audit and compliance, Human resources, Procurement, Sales

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our key supplier facing employees, which was completed during the summer of 2018. Our Executive leadership team has been briefed on the Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2018.

Phil Wild CEO

James Cropper Plc

29 November 2018