



## **Helix Trading Ltd Modern Slavery Statement**

Helix Trading Ltd is committed to combating modern slavery and human trafficking in all its forms. This statement outlines our approach, policies, and actions taken to address these issues within our organization and supply chains. We recognize the importance of transparency and accountability in eradicating modern slavery, and we expect the same commitment from our business partners and suppliers.

### **1. Organisation Structure and Supply Chains:**

Helix Trading Ltd operates as a stationery, arts and crafts and toy manufacturer. Our supply chains are networks of wholly owned and third-party entities directly or indirectly supporting the organisations in the production, distribution and ongoing communication of its products and services to the end customer. We are dedicated to ensuring that modern slavery and human trafficking are not present at any stage of our supply chains.

### **2. Policies in Relation to Slavery and Human Trafficking:**

We have implemented robust policies that explicitly prohibit modern slavery and human trafficking. These policies reflect our commitment to acting ethically and responsibly. These policies are communicated to all employees, suppliers, contractors, and business partners, emphasizing their obligation to comply with applicable laws and regulations relating to modern slavery.

### **3. Due Diligence Processes:**

We have established due diligence processes to assess and mitigate the risk of modern slavery within our organization and supply chains. These processes include comprehensive supplier assessments, pre-contractual checks, and ongoing monitoring to identify any potential risks of modern slavery. We engage with suppliers and contractors to ensure their understanding and compliance with our ethical standards.

### **4. Risk Assessment and Management:**

We conduct regular risk assessments to identify and evaluate the potential risks of modern slavery and human trafficking within our organization and supply chains. These assessments help us prioritize areas for improvement and take appropriate actions to mitigate those risks. We maintain an open and proactive approach to addressing any identified vulnerabilities.

### **5. Key Performance Indicators (KPIs) to Measure Effectiveness:**

Through BCSI audits we have established key performance indicators to measure the effectiveness of the steps we are taking to address modern slavery. These KPIs include metrics such as supplier compliance rates, the number of reported incidents or concerns, and the completion of employee training programs. Regular monitoring and analysis of these indicators enable us to identify areas of improvement and take corrective actions accordingly.

## **6. Training on Modern Slavery and Trafficking:**

We recognize the significance of education and awareness in combating modern slavery and human trafficking. We provide training to our employees, suppliers, and contractors to ensure a thorough understanding of the risks, indicators, and reporting mechanisms related to modern slavery. This training is regularly updated to reflect new developments, legislation, and best practices in this field.

Helix Trading Ltd. is committed to continuously improving its practices to combat modern slavery and human trafficking. We encourage the active participation and cooperation of our employees, suppliers, and stakeholders to achieve this common goal. This statement will be reviewed and updated annually to ensure its ongoing relevance and effectiveness in addressing modern slavery issues.

Director Approval,

A handwritten signature in cursive script that reads "Gray Richmond".

Gray Richmond

Managing Director

Helix Trading Ltd

May 2023