

Modern Slavery and Human Trafficking Statement

24-7 Steller Packing Ltd

Date: 24/09/2025

Approved by: Margaret Kim Everitt

Introduction

At 24-7 Steller Packing Ltd, we are fully committed to operating with integrity, fairness, and transparency. We recognise our responsibility to play an active role in preventing modern slavery and human trafficking, both within our business and across our supply chain.

We stand firmly against all forms of exploitation and are committed to upholding the values of dignity, respect, and equality in every aspect of our operations.

Who We Are

24-7 Steller Packing is a UK-based contract packing business specialising in hand-packing, rework, fulfilment, and logistics support for retail, FMCG, and e-commerce brands. We work with a wide range of suppliers and labour providers, both local and regional, to deliver flexible and efficient packing solutions.

Our Approach to Risk

We assess the risk of modern slavery through the following methods:

- Maintaining robust supplier onboarding checks (including ethical and legal compliance)
- Using only vetted and reputable labour providers
- Conducting regular reviews of working conditions and employee feedback
- Monitoring for any indicators of forced labour, such as withheld wages, poor conditions, or intimidation

We do not currently operate in high-risk countries or sectors, but we remain vigilant and proactive in reviewing risks as our operations evolve.

Roles & Responsibilities

- **Managing Director:** Responsible for overseeing the company's ethical compliance and supply chain conduct
- **Operations and HR:** Ensure all recruitment is fair, legal, and free from coercion
- **Supervisors & Team Leaders:** Trained to identify signs of exploitation and escalate concerns
- **All Staff:** Encouraged to speak up about concerns via our open-door approach and Whistleblowing policy

Our Policies

We have embedded the following into our operations:

- **Whistleblowing Policy** - Staff can confidentially report concerns
- **Equal Opportunities Policy** - Everyone is treated fairly, regardless of background
- **Anti-Slavery & Labour Compliance Policy** - Defines our expectations for ethical behaviour
- **Agency and Recruitment Policy** - We only work with trusted labour partners who meet UK employment law

6. Due Diligence & Supplier Checks

We carry out:

- Pre-engagement checks for new suppliers
- Periodic reviews of labour providers
- Spot checks on documentation and conditions
- Prompt action on any signs of unethical practice
- Clear consequences (including termination of contract) for any supplier found non-compliant

7. Training & Awareness

We deliver:

- **Modern slavery awareness training** for all new starters and supervisors
- **Posters and visual reminders** across our premises
- Ongoing discussions in toolbox talks and team briefings

Topics covered include:


- How to spot signs of exploitation
- How to report concerns
- Where to get support (e.g. Modern Slavery Helpline)

8. Commitment to Improvement

We know compliance isn't a one-off box tick. We commit to:

- Annual reviews of our policies and practices
- Updating training and onboarding processes
- Reviewing supplier risk annually, or more frequently if needed

Directors Signature



Name: Margaret Kim Everitt

Role: Managing Director

Date: 24/09/2025