

Modern Slavery Statement – June 2026.

This statement covers the financial year ending 31 December 2025 and applies to all entities under Walstead UK’s control.”

Introduction:

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Walstead United Kingdom Limited (“Walstead UK”) during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking within its operations and supply chains.

Walstead UK first published its Modern Slavery Statement in 2017 and has continued to strengthen its approach to identifying, assessing and mitigating modern slavery risks. We remain committed to transparency, responsible business practices and continuous improvement.

As one of Europe’s largest independent commercial web-offset printing groups, we recognise that modern slavery, forced labour and child labour remain significant global issues. We acknowledge that operating within the UK and Europe does not eliminate the risk of such practices within our operations or supply chain. Walstead UK maintains a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings.

Walstead UK entities:

Walstead UK Limited is the parent company for UK-based trading entities. This statement applies to all entities under Walstead UK’s control that produce goods and services, including:

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| • Walstead UK (parent company) | Company Number: 06750402 |
| • Walstead Bicester Limited | Company Number: 6941589 |
| • Walstead Peterborough Limited | Company Number: 02261988 |
| • Walstead Roche Limited | Company Number: 00720976 |
| • Walstead Binders Limited (T/A Walstead Heron Limited) | Company Number: 02586277 |
| • Walstead York Limited | Company Number: 13951156 |

Walstead UK Policies and Employment Practices:

Walstead UK is committed to fair and ethical employment practices.

- All recruitment is conducted in line with UK employment legislation and internal policies.
- A mandatory pre-employment process includes verification of identity and right to work documentation. Employment is conditional upon satisfactory checks.
- All employees are paid in accordance with National Minimum Wage and National Living Wage requirements.
- Wages are paid directly into employee’s bank accounts, with no deductions for recruitment fees, accommodation or similar costs.

Our expectations regarding ethical conduct are set out in the following policies:

- Employee Code of Conduct
- Supplier Code of Conduct
- Whistleblowing Policy
- Employment Policy

These policies include guidance on identifying and reporting concerns related to modern slavery.

Our Business and Supply Chain:

Walstead UK delivers a wide range of print and content solutions to a diverse customer base, including global organisations, high street brands and local businesses. Growth has been achieved through both organic expansion and strategic acquisitions.

Our supply chain is global and may involve multiple tiers between direct suppliers and the source of raw materials. Key materials include paper, inks and other components essential to our manufacturing processes.

While we work with established and reputable suppliers, we recognise that this does not eliminate the risk of modern slavery. We therefore take steps to assess and monitor our supply chain to ensure alignment with our ethical standards.

Risk Assessment:

We recognise that modern slavery risks vary across our operations and supply chain. Through audits and ongoing review, we have identified the following higher-risk areas:

- Use of contingent and temporary labour, particularly during periods of peak demand
- Smaller or local service providers with limited transparency
- Lower-tier suppliers within complex supply chains
- Suppliers operating in regions where labour protections may be less robust

These risks are assessed using a score-based methodology, enabling categorisation of suppliers as low, medium or high risk.

Risk assessments are completed when onboarding any new supplier and refreshers are being implemented with the aim to conduct an assessment every 2 years. Supplier & supply categories that are identified as high risk are risk assessed annually.

Due Diligence and Supplier Management:

We maintain a range of controls to manage modern slavery risks within our supply chain:

- A Supplier Code of Conduct outlining our expectations regarding ethical standards, including compliance with the Modern Slavery Act 2015
- Modern slavery questionnaires issued to all new suppliers and incorporated into onboarding processes
- Ongoing risk-based assessment of suppliers using questionnaire responses.
- Inclusion of modern slavery considerations within tender processes and supplier evaluations
- Inclusion of contractual clauses requiring compliance with modern slavery legislation and our Supplier Code of Conduct
- Defined escalation processes where risks are identified, including further due diligence, engagement with suppliers and, where necessary, rejected supplier onboarding.

These measures enable us to identify potential risks and work with suppliers to improve standards where necessary.

Training and Awareness:

Raising awareness is a key component of our approach.

- All employees complete modern slavery awareness training through our internal training portal
- Training includes guidance on recognising indicators of modern slavery and reporting concerns

- Modern slavery awareness is incorporated into employee inductions and refresher programmes
- On-site awareness campaigns, including multilingual posters, are maintained across all facilities

We also promote access to whistleblowing channels to ensure employees and contingent workers can safely report concerns.

Governance:

Responsibility for managing and mitigating modern slavery risks is shared across Procurement and Human Resources functions at all Walstead UK sites. However, all employees are expected to understand the risks associated with modern slavery, remain vigilant, and report any concerns in line with company procedures.

Oversight is maintained through regular updates to senior management on identified risks, ongoing mitigation activities and any emerging issues, ensuring appropriate governance, accountability and continuous improvement.

Effectiveness and Monitoring:

Walstead UK is implementing actions to monitor the effectiveness of our processes through –

- Analysis of supplier questionnaire completion rates – KPI target 90% return rate.
- Analysis of completed internal awareness training modules – KPI target 100%
- Improving Identification and management of higher-risk suppliers.

Where potential instances of modern slavery are identified, Walstead UK is committed to taking appropriate remedial action. This may include working with suppliers to address issues, implementing corrective action plans, or terminating relationships where necessary. We also seek to ensure that any affected individuals are supported appropriately.

Future Actions:

Walstead UK is committed to continuous improvement. Over the next reporting period, we aim to:

- Enhance due diligence for higher-risk suppliers
- Improve data collection and reporting on modern slavery risks
- Further strengthen training and awareness programmes.


Approval:

This statement has been approved by the Board of Directors of Walstead United Kingdom Limited and is signed on its behalf by a Director **Dated 23rd June 2026.**

Signed: 

Debbie Read

CEO WALSTEAD UK & IBERIA / GROUP COMMERCIAL DIRECTOR


Matthew Carter
GROUP PROCUREMENT DIRECTOR

Publication:

This Modern Slavery Statement is published in accordance with Section 54 of the Modern Slavery Act 2015 and is available on our website. The Modern Slavery statement has also been submitted to the UK Government's Modern Slavery Statement Registry.