# Modern Slavery and Human Trafficking Statement 2026/2027

**Dispak Ltd**

**Reporting period – Financial Year 2026/2027.**

## Our Commitment.

At Dispak ltd, we recognise that modern slavery, forced labour, human trafficking and exploitation remain significant risks within global supply chains. As a provider of storage, warehousing and distribution services, we are committed to operating ethically, maintaining transparent business practices and ensuring that modern slavery has no place within our operations or supply chain.

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and reflects the actions taken during the reporting period to identify, assess and mitigate modern slavery risks throughout our business and supply chain. Organisations subject to the Act are required to publish an annual statement and are encouraged to publish it on the UK Modern Slavery Statement Registry.

## Our Business.

Dispak Ltd provides:

- Warehousing and storage services.
- Distribution and logistics operations
- Inventory Management.
- Transport coordination.

Our operations are based in the UK and involve direct employees, agency labour providers, transport contractors, maintenance contractors, equipment suppliers, packaging suppliers and other service providers.

## Our Supply Chain

We recognise that the highest modern slavery risks within our sector may arise through:

- Temporary and agency labour providers.
- Logistics and transport subcontractors
- Cleaning and site service contractors
- Packaging and consumable suppliers.

- Overseas manufacturers of warehouse equipment and materials
- Labour-intensive operations involving seasonal or temporary workers.

We therefore apply a risk-based approach to supplier approval and monitoring.

**Policies and Governance.**

Our commitment is supported by the following policies:

- Morden slavery policy
- Ethical Trading Policy
- Supplier Approval Procedure
- Whistleblowing Policy
- Recruitment and Agency Worker Policy
- Equality, Diversity and Inclusion Policy
- Grievance Procedure.

Overall responsibility for modern slavery compliance rests with Senior Management, who review our approach annually.

**Due Diligence and Risk Assessment.**

To minimize the risk of slavery and human trafficking:

**Recruitment and Labour Controls.**

- We operate a robust right-to-work verification process.
- Agency labour providers are required to demonstrate compliance with UK employment legislation.
- Worker welfare concerns can be raised confidentially through management or whistleblowing channels.

**Supplier Management.**

All new suppliers undergo an approval process which may include:

- Review of ethical and labour standards.
- Assessment of modern slavery risks.
- Acceptance of our Supplier Code of Conduct.
- Verification of relevant certifications and legal compliance.

Higher-risk suppliers may be subject to enhanced review or additional due diligence.

**Contractor Controls.**

Contractors working on our sites are expected to comply with our ethical standards and employment requirements. Any concerns identified are investigated and appropriate corrective action taken.

**Training and Awareness.**

Relevant employees receive training to help them:

- Understand modern slavery risks within warehousing and distribution operations.
- Identify indicators of worker exploitation.
- Recognise risks associated with agency labour and sub-contracted service providers.
- Understand reporting and escalation procedures.

Managers responsible for labour management, procurement and supplier approval receive enhanced awareness training.

**Reporting Concerns.**

Employees, agency workers, contractors, and suppliers are encouraged to report concerns regarding unethical labour practices through:

- Line Management
- Human Resources
- Confidential whistleblowing arrangements

All reported concerns are investigated appropriately and, where necessary, corrective actions implemented.

**Measuring Effectiveness.**

During the reporting period we monitored:

- Supplier approval.
- Agency labour provider assessments.
- Modern slavery training completion rates.
- Reported ethical concerns.

Where issues are identified, root cause analysis and corrective actions are implemented and reviewed for effectiveness.

**Future Commitments.**

During the next reporting period we will:

- Continue reviewing modern slavery risks within our labour supply chain.
- Strengthen supplier due diligence processes.
- Increase awareness training for managers and supervisors.
- Enhance monitoring of agency labour providers.
- Improve supply chain transparency and risk assessment activities.

**Approval.**

This statement has been approved by the senior management team of Dispak Ltd and will be reviewed annually, as part of the senior management review meeting.

Signed:----------

Name : Stuart Talbot

Position : Operations Manager

Date : 21/09/2026