

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

INTRODUCTION

This statement sets out Search Press Ltd.'s approach to understanding and addressing any potential slavery and human trafficking risks within its business and supply chains. Search Press Ltd takes this matter seriously and is committed to improving our practices to combat slavery and human trafficking.

This statement relates to actions and activities during the financial year 2024/25.

THE ORGANISATION'S STRUCTURE, ITS BUSINESS AND ITS SUPPLY CHAINS

Search Press Ltd is a family-owned publisher of practical and inspirational art and craft books, card decks, craft kits and online courses. Every part of publishing process takes place in our dedicated offices in Tunbridge Wells, Kent, with the exception of the physical printing of our books. This takes place in Asia, in recent years exclusively in China, through major international printers with impeccable employment credentials.

THE ORGANISATION'S POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or any part of our business. The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and modern trafficking in its operations:

- All new members of staff are checked by our personnel manager to ensure they have the right to work in the UK and are working under their own volition.
- We only source materials – print, office and warehouse equipment – from bona fide accredited sources.
- When using outside recruiting agencies, we will always ask for their professional accreditations to ensure that their candidates are not victims of slavery or trafficking.

THE ORGANISATION'S DUE DILIGENCE PROCESSES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING AND IN ITS BUSINESS AND SUPPLY CHAINS

As part of our initiative to identify and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, the organisation undertakes due diligence when taking on new suppliers and regularly reviews its existing ones. This includes:

- Evaluating the modern slavery and human trafficking risks of each new supplier.
- Reviewing all aspects of the supply chain based on supply chain mapping on a regular basis; conducting supplier audits or assessments.
- Using ethical supplier databases such as EBSCO where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular.
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan, or seriously violate our supplier code of conduct, including the termination of the business relationship.

THE ORGANISATION'S EFFECTIVENESS IN ENSURING THAT SLAVERY AND HUMAN TRAFFICKING IS NOT TAKING PLACE IN ITS BUSINESS OR SUPPLY CHAINS, MEASURED AGAINST RELEVANT PERFORMANCE INDICATORS

Search Press Ltd has reviewed its key performance indicators (KPIs) and as a result, the organisation will be:

- Developing a system for supply chain verification, whereby the organisation evaluates potential suppliers before they enter the supply chain.
- Reviewing its existing supply chains whereby the organisation evaluates all existing suppliers.

THE TRAINING ABOUT SLAVERY AND HUMAN TRAFFICKING AVAILABLE TO THE ORGANISATION'S STAFF

As a result of Search Press Ltd.'s review of its effectiveness of identifying and reducing the risk of slavery and human trafficking in its business and supply chains, the organisation will require all department heads to complete mandatory training by the end of 2026.

