



MODERN DAY SLAVERY AND HUMAN TRAFFICKING POLICY

EFFECTIVE DATE: 19/09/2023

LATEST REVISION DATE: 05/01/2026

VERSION NUMBER: 4

RELEVANT SDGS: 4, 8 & 17

FINANCIAL YEAR ENDING: 31/12/2025

Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps Hazel 4D has taken during the financial year to prevent slavery and human trafficking in our business and supply chains.

Hazel 4D recognises its responsibility to uphold human rights and ethical standards and is committed to continuous improvement in this area.

1. Organisational Structure and Supply Chains

Hazel 4D is a UK-based packaging solutions business with a turnover of £36 million or more, supplying products and services to customers across the UK and internationally.

Our supply chain includes manufacturers, distributors, and logistics providers, with sourcing primarily from the UK, Europe and Asia. We acknowledge that packaging supply chains can involve higher-risk regions and activities and take a risk-based approach to managing this.

2. Policies and Governance

Hazel 4D has adopted policies that reflect our commitment to ethical conduct and responsible sourcing, including:

- Modern Slavery and Human Trafficking Policy
- Supplier Code of Conduct
- Whistleblowing Policy

These policies are communicated internally and made available to suppliers where appropriate. Responsibility for oversight sits with senior management, with escalation routes in place where concerns arise.

3. Due Diligence and Supplier Management

Hazel 4D applies proportionate due diligence measures based on supplier risk, which may include:

- Initial supplier assessments during onboarding
- Contractual expectations relating to compliance with modern slavery legislation
- Supplier declarations or confirmations of compliance
- Targeted follow-up with higher-risk suppliers

Where risks are identified, Hazel 4D seeks to work constructively with suppliers to address concerns and improve standards.

4. Risk Assessment

We assess modern slavery risk by considering:

- Country and regional risk indicators
- Nature of goods and services supplied
- Use of subcontracted, agency or temporary labour

Risk assessments inform supplier engagement, internal controls and ongoing monitoring activity.

5. Measuring Effectiveness

Hazel 4D monitors the effectiveness of its approach through:

- Supplier compliance confirmations
- Review of supplier risk profiles
- Tracking completion of relevant employee training
- Monitoring and investigation of any reported concerns

No material instances of modern slavery were identified within Hazel 4D's operations or supply chains during the reporting period.

6. Training and Awareness

Hazel 4D provides appropriate guidance and training to employees, particularly those involved in procurement, supply chain management and compliance, to support awareness of modern slavery risks and reporting procedures.

Training content is reviewed periodically to ensure relevance and effectiveness.

Approval

This statement was approved by the Board of Directors of Hazel 4D on 5th January 2026 and is signed by a Director.

Signed:



Name: Neil Christie
Position: Chief Executive Officer
Date: 5th January 2026

This statement will be published on Hazel 4D's website, <https://hazel4d.com/policies> and reviewed annually.