Statement Against Modern Slavery and Human Trafficking

CPC is committed to conducting business ethically and upholding basic human rights in all its operations. CPC prohibits and does not tolerate the use of human trafficking, modern slavery or child labour in its operations or supply chain and has taken steps to help ensure compliance.

Core Values
CPC’s core values include Integrity, which requires all employees to demonstrate honesty, respect for others and trustworthiness in all we do, and to demonstrate ethical behavior in all of our interactions with customers, suppliers and colleagues. We accept ownership, and we accept the consequences of our decisions.

Codes of Conduct
CPC’s Code of Conduct contains not only an obligation to comply with all laws applicable in the countries in which we do business, but also an obligation to uphold basic human rights in all of our operations, including zero tolerance of the use of forced labour and human trafficking.

Work Environment
Our company provides reasonable working hours and fair wages to those who perform work on our behalf. We do not use, or tolerate others’ use, of forced labour or human trafficking practices, including the exploitation of children. Child labour violates the integrity of our business and is not condoned by CPC. We will never knowingly do business with customers, suppliers, and other business partners who violate these policies.

Supply Chain
CPC’s standard supplier contracts contain provisions which oblige the parties to comply with all laws applicable to their activities under the contract. These oblige suppliers to comply with international ethical standards, which includes producing their goods lawfully, without exploiting the people who made them, and the provision of decent working conditions. CPC reinforces these requirements with audits of our suppliers’ factories.

Training
CPC provides Ethics and Compliance Training to its employees upon joining the company and at regular intervals afterwards. We also provide specific training on fair labour practices and recruitment to targeted employees. The training covers the topics of human trafficking, modern slavery and child labour.

Reporting and Enforcement
CPC encourages its employees to report all unethical behavior through the Code of Conduct, in its Ethics and Compliance training and through Speak Up! Posters. CPC provides facilities which enable anonymous reporting. Reports are investigated and appropriate action is taken within a reasonable period. Employees are protected from retaliation for making a report in good faith, and anyone found to have acted against this protection is subject to disciplinary action up to and including dismissal.

Chris Haworth
Managing Director
CPC

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