



MODERN SLAVERY STATEMENT

BLUESKY (UK) LTD

This statement applies to BLUESKY (UK) LTD (referred to in this statement as 'BLUESKY'). The information included in the statement refers to the financial year 2019/20.

BLUESKY structure

BLUESKY is an independent commercial company operating within North East Lincolnshire.

We operate from two sites, these being:

1. Head office – Horizon House, Estate Road Five, Grimsby, DN31 2TG. This contains our office based staff and warehouse.
2. Warehouse – Birchin Way, Grimsby.

BLUESKY is controlled by a Board of Directors and operates with a senior leadership team led by the Managing Director. Our SLT comprises of the Head of Finance, Head of Sales, Head of New Business Sales, Head of Premier Customer Service, Head of Supply Chain and Head of Operations.

The main activity carried out by BLUESKY is the supply of bottles, jars, tubes, containers, closures and accessories including printing, fluorination and metalisation to customer requirements. We also manufacture liquids, creams, pastes, pomades, gels and powders including the product development, formulation, filling, labelling and final packaging to customer specifications. Demand for our product is consistently high throughout the year and is therefore not seasonal.

We have no retail premises.

The labour supplied to the Bluesky in pursuance of its operation is carried out in the locations identified above and is carried out in the United Kingdom.

Definitions

BLUESKY considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement



Commitment

BLUESKY acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. BLUESKY understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

BLUESKY does not enter into business with any other organisations, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the BLUESKY in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. BLUESKY strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, the main supply chains of BLUESKY include those related to the import of products from manufacturers around the world.

Potential exposure

BLUESKY considers its main exposure to the risk of slavery and human trafficking to exist in China.

In general, BLUESKY considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any supplier that supplies goods and/or services to BLUESKY.

Impact of COVID-19

BLUESKY concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'Potential exposure' above.

During the pandemic, BLUESKY's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

BLUESKY's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.



Planned Steps

Currently BLUESKY does not require its suppliers to be audited for slavery or human trafficking controls.

BLUESKY has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

As BLUESKY expands its supply chain in response to global changes, BLUESKY will develop and implement rigorous processes to ensure it does not have any relationship with suppliers that cannot demonstrate controls to ensure that human trafficking is not taking place.

Slavery Compliance

The review and development of our Modern Slavery Policy is the responsibility of our Head of Supply Chain, Adrian Wade.