

Our Business



Republic Technologies (UK) Limited is part of The Republic Group of Companies and is a specialist in the marketing and distribution of smoking accessories in the UK and Irish markets. Republic Technologies (UK) Limited has extensive experience in supplying the finest quality products through our group brands, including Swan®*, OCB®, JOB® and Zig Zag®**.

The Republic Group of Companies seeks to meet the expectations of its customers, suppliers, shareholders and employees and has in place a Business Code of Conduct with which Republic Technologies (UK) Limited is in compliance. This code of conduct sets out the principles and standards of behaviour that are expected in a modern working environment and a copy of this policy can be found at : <http://republic-technologies.com/en/ethics-charter/>

Slavery and Human Trafficking Statement

This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps that Republic Technologies (UK) Limited has taken and will continue to take to ensure where possible that modern slavery or human trafficking does not take place in our business or in our supply chain.

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. Republic Technologies (UK) Limited has a zero tolerance approach to any form of slavery. We endeavour to act ethically, with integrity and transparency in all business activities and to have controls in place to safeguard against any form of modern slavery or human trafficking occurring within our business.

Republic Technologies (UK) Limited operates a supplier policy and maintains a preferred supplier list for 3rd party suppliers. Due diligence is conducted with all suppliers before permitting them to become a preferred supplier to our business. This activity includes, but is not limited to, online searches to check that the particular organisation has never been convicted of modern slavery offences. Anti slavery forms part of our working practise with key suppliers and they are required to confirm that no part of their business operation contravenes the relevant legislation. Republic Technologies (UK) Limited will not work with any organisation that is found to be knowingly involved in modern slavery or human trafficking.

Wherever possible the Republic Group of Companies look to self manufacture in order to maintain full control of standards and operational correctness.

Work continues with our purchasing staff to help them to understand the signs of modern slavery and how to act if they suspect it to be happening within our supply chain.

We operate several internal policies ensuring that we are conducting business in an ethical and transparent manner:-

- Recruitment Policy. Our robust recruitment policy ensures we conduct checks to make sure workers are eligible to work in UK to safeguard against human trafficking and preventing individuals being forced to work against their will
- Whistle blowing policy. Our whistle blowing policy enables employees to have the opportunity to raise any concerns about treatment of colleagues or practices within our supply chain without fear of reprisals
- Republic Technologies UK Limited ensures that employees are treated fairly and paid at least the National Living Wage / National Minimum Wage as applicable to current UK legislation
- Republic Technologies UK Limited makes visits to suppliers on a periodic basis to audit their processes to minimise the risk of modern slavery and human trafficking. This gives us greater confidence in the ethics of those businesses who supply to us and audit outcomes are recorded. In addition Republic Technologies (UK) Limited accommodates audit requests from our trade customers who may also wish to visit our suppliers.

Our work in this area will continue to develop but should you have any concerns please do not hesitate to contact us.

This policy represents Republic Technologies (UK) Limited slavery and human trafficking statement for the current financial year.