

UK Slavery and Human Trafficking Statement

1. Introduction/Background

This statement is made by Avery Dennison Materials UK Limited, Avery Dennison Retail Information Services UK Limited, Avery Dennison UK Limited, Avery Dennison UK II Limited and Mactac UK Limited ("Avery Dennison UK"). It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015 and covers our fiscal year from 3 January 2016 to 31 December 2016.

To find out more about what we do, please go to www.averydennison.com.

Avery Dennison is committed to human rights and fair labour practices in its business activities. We work hard to ensure that the people who make our products are treated fairly and with respect. Our Employment Standards, which apply to our global operations, and our Global Supplier Standards, which apply to our suppliers, reflect the broad principles advanced by the United Nations and International Labour Organization. Both sets of standards, as well as our Code of Conduct and our Values and Ethics training program, help to ensure consistent and fair employment practices across our facilities worldwide.

We understand that slavery, human trafficking, servitude and forced labour are global and increasing challenges for governments and businesses.

2. Our Policies on Slavery and Human Trafficking

We recognise our responsibility to be aware of the risks within our own organisation and supply chain. We have, therefore, taken the following steps:

- We have a Code of Conduct and Employment Standards that apply to all our employees, officers and directors. A copy of our Code of Conduct can be found here: **Code of Conduct**. These documents set out the standards we expect of everyone working with us to uphold our commitment to honest and ethical business practices.
- We communicate our standards and expectations to our suppliers in our Global Supplier Standards and/or Social Compliance Supplier Guidebook. These documents expressly prohibit the use of child labour and forced labour of any kind and describe the working conditions and employment practices we require of our suppliers and their subcontractors.

3. Auditing Our Facilities

To ensure compliance with our Code of Conduct and Employment Standards, we conduct periodic audits at our owned and operated facilities worldwide. We prioritize facilities to be audited according to their risk profile, taking into account factors like past audit performance and the prevailing labour conditions in the country in which the facility is located. Summary data on recent audits can be found in our Sustainability Report posted on www.averydennison.com.

4. Ensuring Our Suppliers Meet Our Standards

We are committed to ensuring that our supply chain reflects our values and respect for human rights. Consistent with the audits of our owned and operated facilities, we prioritize supplier facilities to be audited according to their risk profile, taking into account factors like past audit performance and the prevailing labour conditions in the

country in which the facility is located. We would promptly suspend business with suppliers found to be non compliant with certain fundamental criteria, such as those using child labour or with insufficient fire safety procedures. When suppliers are found to be noncompliant in less critical areas, we work with them to help bring them into compliance. Summary data on recent social compliance audits can be found in our Sustainability Report posted on www.averydennison.com.

October 2016

This UK Slavery and Human Trafficking Statement has been signed by the following authorized individuals, in the capacities and for the entities indicated.

Signed by Wilma Lloyd-Schut, Director, for and on behalf of Avery Dennison Materials UK Limited

Signature: 

Date: 4-10-2016

Signed by Virginia Selvino, Director, for and one behalf of Avery Dennison Retail Information Services UK Limited

Signature: 

Date: 4-10-2016

Signed by Virginia Selvino, Director, for and on behalf of Avery Dennison UK Limited

Signature: 

Date: 4-10-2016

Signed by Wilma Lloyd-Schut, Director, for and on behalf of Avery Dennison UK II Limited

Signature: 

Date: 4-10-2016

Signed by Karl Heinz Lauret, Director, for and on behalf of Mactac UK Limited

Signature: 

Date: 4/10/2016

