



## Modern Slavery and Human Trafficking Statement

### MODERN SLAVERY ACT 2015

#### Introduction from Board

The Modern Slavery Act is an important piece of legislation to protect vulnerable workers, respecting their human rights, driving transparency throughout the supply chain and ensuring the supply chain is free from slavery and trafficking. Eurosonic Group Limited (ESG) as a company is committed to striving to ensure there is no modern slavery and human trafficking in any part of our business or in our supply chain.

This statement sets out the steps we intend to take in the future to strive to ensure an absence of modern slavery and human trafficking in our supply chains.

This statement sets out the actions we endeavour to undertake during the financial year ending 31st March 2020.

#### Our Business

Eurosonic Group Limited (ESG) is a family owned business, with firm beliefs that the foundations of a successful business reside in its people. We are fortunate to possess a combination of forward-thinking individuals, who also boast a plethora of industry experience. These attributes have been the driving force behind our development into a trusted partner to UK retailers, and thus one of the largest names in the Import and distribution industry, with well-known brands such as Daewoo, Hairy Bikers, Prochef and Carnaby.

#### Our Supply Chain

ESG has developed long-standing relationships with a large number of carefully selected suppliers and factories who produce some of our most prominent brands. We are committed to working with our suppliers and factories in the UK, India and China in order to adhere to our supplier Code of Conduct, which reflects our commitment to ensure that slavery and human trafficking is not taking place within our supply chains.

#### Our Policy on Slavery and Human Trafficking

As a responsible Importer and Distributor, we strive to continually improve our systems and processes to ensure modern slavery does not exist within our business, supply chains and product and services we provide, as set out in our Code of Conduct Policy.

## Due Diligence Processes

ESG is proud to put our name and branding on a range of unique and high-quality products. Our due diligence processes are designed to demonstrate our commitment to striving to ensure that there is no slavery or human trafficking in our supply chain. The implementation of the policy will be sought through checks and of supplier services and factories by agents, third parties and our staff. Our code of conduct aims to uphold internationally agreed standards of labour, in particular those set by the Ethical Trade Initiative (ETI).

We expect those in our supply chain to respect the rights and wellbeing of their workforce, and promote high standards of welfare. Our code of conduct policy sets out our commitment to freedom to choose employment, freedom of association and collective bargaining, safe and hygienic working conditions, no child labour, payment of a living wage, no excessive working hours, no discrimination, regular employment and no harsh or inhumane treatment.

We will endeavour to ensure that those in our supply chain are committed to the anti-slavery policies, and adhere to our principles as set out in our Code of Conduct Policy. We will continue to monitor our factories by carrying out factory audits both through our agents, our trading teams and 3<sup>rd</sup> party Independent companies

## Training

During the next financial year, we will develop in-house training to ensure our employees are aware of and have a better understanding of the risks of modern slavery and human trafficking and to increase awareness.

We will actively encourage the reporting of any wrong doing.

## Overview

Over the coming year we aim to:

- Improve and develop systems and processes to ensure that our supply chain adheres to our principles and values, including an ongoing review of our Code of Conduct to ensure it is fit for purpose and effective.
- Review and improve our due diligence and selection process for new suppliers to seek to ensure they, adhere to our Code of Conduct; and
- Increase awareness within our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

As agreed by our Board of Directors Emma Crane has been authorised by the board to sign this statement on their behalf.

Emma Cane

Quality Director