

MODERN SLAVERY STATEMENT

TRADESTOCK

originality by design

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Tradestock Limited's modern slavery statement for the financial year ending 31 December 2023. Tradestock Ltd have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships. We equally seek to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in our supply chain. We understand that modern slavery is a crime and a violation of fundamental human rights, which takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Our business

Tradestock is a leading supplier of homewares dedicated to supplying retailers with high quality products known for value, function, innovation, fashion and heritage. Our one site operation, based in the southwest of England, offers a range of services to our business partners, from product and packaging design and development through to direct delivery to our retail client's customers door. We have a global supply chain base and are aware of some geographical risks of modern slavery and human trafficking in our supply chain, hence our deep commitment to combatting the crime. We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law and human rights, as well as compliance with health, safety and environmental standards.

Commitments

Policies: The following policies and terms of business set down our approach to the identification of modern slavery risks, as well as the steps to be taken to prevent slavery and human trafficking in our operations:

- **Human Right:** Tradestock Ltd support the Universal Declaration of Human Rights in all its spheres of influence. It upholds the freedom of association and recognises the right to collective bargaining.
- **Recruitment** - the company operates a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Forced/Child Labour** - the company does not utilise or promote forced or child labour of any kind. We adhere strictly to country laws governing labour standards.
- **Whistleblowing policy** - the company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains without fear of reprisals.
- **Dignity at Work and Equal Opportunities Policies** - these policies set down the actions and behaviours expected of employees when representing and working within the company.
- **Health & Safety Policy** - the company aims to provide each employee with a safe place to work. Relevant information on health and safety is provided in the employee Handbook.

- Corporate Social Responsibility (CSR) Policy - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due diligence: The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- evaluating the modern slavery and human trafficking risks of each new supplier as part of our human right and labour right assessment
- conducting supplier audits or assessments through SEDEX, which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- taking steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans, for example, through prompt closure of non-compliances raised during audits, as well as, helping suppliers map out sustainability and ethical action plans.
- participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking in particular such as the TESCO Supplier Ethical Change-makers program.
- requiring all suppliers to attest that they don't use any form of forced, compulsory or slave labour; that their employees work voluntarily and are entitled to leave work; that they provide each employee with an employment contract that contains a reasonable notice period for terminating their employment; that they don't require employees to post a deposit/bond and don't withhold their salaries for any reasons and that they don't require employees to surrender their passports or work permits as a condition of employment.

Training: To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the company requires all staff to familiarize themselves with all our policies.

The Modern Slavery Act 2015 and its explanatory notes are available at: <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

This Modern Slavery Statement will be regularly reviewed and updated as necessary. The Senior Management Team endorses this policy statement and is fully committed to its implementation.

Approved and authorised by:

A handwritten signature in black ink, consisting of a large, stylized 'D' followed by a 'J'.

Date: 04/06/2024