

AYKROYD & SONS LTD

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Modern Slavery Policy Statement

Opening Statement from Senior Management

Aykroyd and Sons Ltd is committed to ensuring our business and supply chain reflect our ethical values and respect for human rights and we endeavor to provide an ethical and respectful workplace for all employees. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to the abolishment of modern slavery in line with the principles of the Modern Slavery Act 2015. These principles are supported and communicated through our own policies which include Aykroyd and Sons Ltd Code of Conduct, Whistleblowing Policy and Anti Bribery & Corruption Policy.

This Policy statement demonstrates our actions and activities that embed our commitment to tackling modern slavery and human trafficking during the financial year of 1st April 2022 to 31st March 2023.

Aykroyd and Sons Ltd

Aykroyd and Sons Ltd are a family run business established in Manchester in 1918. With over 100 years of experience, Aykroyd and Sons Ltd are industry leaders in the design and manufacture of licensed nightwear, swimwear and daywear. With long standing expertise on garments we are proud to have built strong working relationships with retail and wholesale customers and we are proud of the partnerships we have built with world famous Licensors and Licensing organizations.

We strive to deliver garments and services of excellent quality whilst maintaining our Corporate Social Responsibilities. To support this commitment, we promote transparency in our business and supply chain as per the Modern Slavery Act (Section 54) 2015.

Definition of Modern Slavery

Aykroyd and Sons Ltd understand that modern slavery encompasses:

- Human trafficking
- Forced work through mental or physical threat
- Being controlled by an employer through mental, physical or threat of abuse
- To have restrictions placed on freedom of movement

Our Organizational structure and operations

Aykroyd and Sons Ltd head office is in Manchester. Our office in Leek specializes in adult nightwear and our Warehouse and Distribution unit is in Bala. Our sales operations mainly cover UK and EU markets and our supply chain is predominantly in India, Bangladesh, China and Turkey. Our commitment to tackling modern slavery encompasses all areas.

Our Supply Chain

Transparency is of key importance to ensure modern slavery does not occur within our supply chains. We are committed to mapping our supply chain and all Suppliers must share ethical audits annually to confirm ethical compliance and comply with our Code of Conduct.

Risk Assessment and Management

Aykroyd and Sons Ltd acknowledges our responsibilities to tackle modern slavery and will conduct ongoing reviews and risk assessments of our business and supply chain.

We consider the risk of modern slavery occurring within our business to be low. However, to mitigate potential risks, we carry out pre-employment checks and personnel recruited must have Right to Work in the UK status.

Although unlikely, if a case of modern slavery were to occur, employees can report concerns without fear of repercussions and are protected under our Whistleblowing Policy. Concerns will be taken seriously and our first action would be to contact the Modern Slavery Helpline or police and seek advice on how to proceed.

Our supply chain has been mapped to mitigate the risk of modern slavery happening. Suppliers must adhere to our Code of Conduct, undertake modern slavery awareness training and share annual ethical audits.

If it transpired modern slavery was taking place within our supply chain, we would address the issue immediately, ensure a corrective action plan is implemented and if necessary we would review our rights to terminate contracts as detailed in our Code of Conduct.

Embedding the Principles

Over the past year and we have communicated our modern slavery commitments within our business.

- We have allocated personnel to manage our modern slavery commitments.
- We have mapped and promoted transparency of our supply chain and Suppliers have shared ethical audits to confirm compliance.
- Employees have attended modern slavery training.

Looking ahead

During 2023 to 2024 Aykroyd and Sons Ltd plan to carry out the following actions.

- Continue to share our policies with UK offices and supply chain to ensure our ethical values and commitments are communicated and understood.
- Highlight our commitment to employees that concerns of modern slavery will be taken seriously and protection will be given to employees who raise concerns.
- Raise modern slavery awareness within our UK offices through our staff newsletter and highlight support available from the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority UK and 'Stronger Together'.
- Promote modern slavery awareness throughout our supply chain.
- Continue to map our supply chain and approve ethical audits before Suppliers enter the supply chain and seek to extend this commitment beyond Tier 1 and 2 sites.

This Policy statement demonstrates our commitment to tackling modern slavery and human trafficking during the financial year of 1st April 2022 to 31st March 2023 and is subject to annual review.

This Policy statement has been approved by the board of directors of Aykroyd & Sons Ltd.