

Modern Slavery Statement

This statement is made under Section 54 of the UK Modern Slavery Act 2015. It outlines the steps taken by Sarah Raven Kitchen and Garden Ltd to prevent modern slavery in our operations and supply chains during the financial year ending 2024.

Our Business and Supply Chains

We are a UK-based retailer specialising in plants, bulbs, gardening tools, lifestyle accessories and seeds. Our headquarters has been located in Marlborough, UK, since 2008. In 2022, we acquired a plant nursery in Spalding, UK. And Sarah's home, Perch Hill Farm in Sussex, hosts our open days and courses.

Our key supply chains include the sourcing of raw materials and finished goods from specified regions, this includes:

- Bulbs: EU suppliers
- Plants: 98% of our range is grown in the UK
- Seeds: UK suppliers
- Gardening tools and equipment: UK and EU suppliers
- Logistics and distribution networks transporting within the UK

Policies and Due Diligence

As an organisation, we have set high standards and implemented guidelines regarding the treatment of our colleagues. We also have a supplier code of conduct prohibiting modern slavery practices in the workplace.

Key requirements include:

- Compliance with UK anti-slavery and anti-bribery laws
- Satisfactory internal supplier assessment scores
- We regularly engage with suppliers to ensure adherence to these standards

Risk Assessment

By conducting risk assessments, we collaborate with our suppliers to minimise the risk of colleague exploitation in our supply chain. These measures also help foster positive, safe, and supportive work environments that contribute towards a successful business model.

We assess modern slavery risks through the following means:

- The review of supplier policies, certifications, and public information
- Supplier questionnaires and interviews
- The prioritisation of suppliers based on sector, geography, and workforce risks

Training and Awareness

Appropriate training is a priority to equip team members with the confidence and competence to combat modern slavery.

Therefore, as a business, we provide comprehensive e-learning opportunities for all buying and supply chain staff. This training programme covers the following topics:

- Understanding modern slavery risks
- Identifying potential indicators of modern slavery
- Reporting mechanisms
- Ethical sourcing policies and procedures

Key Performance Indicators

Key Performance Indicators (KPIs) help to track the effectiveness of modern slavery policies and ensure transparency across our supply chains.

We currently track:

- Percentage of suppliers assessed for modern slavery risks
- Number of high-risk suppliers prioritised for due diligence
- Percentage of relevant staff completing training annually
- In the future, we aim to expand KPI tracking

Board Approval

This statement has been approved by the Board of Directors, June 2024.