

Anti-Slavery & Human Trafficking Statement for 2025

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the “Act”) and sets out the steps that Harvey & Thompson Limited (H&T) has taken in 2025 and is continuing to take to ensure that modern slavery or human trafficking is not taking place within the business or its supply chain.

H&T fully supports the aims of the Act and is opposed to slavery and human trafficking in all its operations and throughout its supply chain. H&T will not knowingly support or do business with any organisation involved in slavery or human trafficking.

About Our Business

H&T is the UK’s largest pawnbroker and a leading retailer of new and pre-owned jewellery and watches. In recent years, H&T has expanded its offering by introducing new products and services, growing its store network and further developing its online presence, reflecting continued investment in both the business and the communities it serves.

In 2025, H&T was acquired by FirstCash Holdings, Inc. (FirstCash), a leading international operator of pawn stores headquartered in the United States. The acquisition marked FirstCash’s entry into the UK market and forms part of its broader strategy to expand its geographic footprint and strengthen its position as one of the leading international operators in the pawn industry. H&T complements FirstCash’s existing operations across the United States and Latin America, creating a larger, diversified international business with enhanced scale, operational capabilities and growth opportunities.

H&T employs approximately 1,750 employees in the UK. As a financial services provider and retailer of both pre-owned and new jewellery, H&T’s supply chain has evolved and is no longer limited solely to the UK and European Economic Area (EEA). As the introduction of new product ranges has expanded the supply chain to include suppliers and manufacturers in broader jurisdictions, H&T recognises the importance of our policies, due diligence processes and supplier oversight to ensure that appropriate standards are maintained and supply chain risks are effectively managed.

Our Policies

H&T has established policies to ensure that we are conducting business in an ethical manner and one which effectively addresses the risk of slavery and human trafficking in our supply chain. These include our Procurement and Vendor Management Policy, our Purchasing Policy and our Supplier Code of Conduct, which provides the principles that the company expects of its suppliers.

Our Supply Chain

H&T recognises that our greatest exposure to the risk of modern slavery and human trafficking is within our supply chain. To mitigate against this risk, we carry out vendor due diligence at onboarding and continue to monitor our vendors in line with our Procurement and Vendor Management Policy to ensure they are compliant with all applicable modern slavery legislative requirements. Higher risk suppliers may be subject to on-site independent audit and action plans which could ultimately lead to decisions by management on the appropriateness of an ongoing supplier relationship.

H&T’s internal teams evaluate products, services or supplies against our existing policies and procedures and, where appropriate, our vendor agreements require the third party to comply with all applicable legislation.

H&T expects all vendors to demonstrate appropriate awareness, policies and measures for identifying and addressing any areas of concern within their business, with performance monitored through regular supplier review meetings, including maintaining appropriate oversight of their own subcontractors and supply chains. H&T's Vendor Code of Conduct sets out our expectations in relation to ethical business practices, human rights, modern slavery compliance, ESG standards and supply chain governance.

To minimise the risk of modern slavery and human trafficking within H&T's direct operations and workforce, we have a range of policies and procedures, which apply both during onboarding and throughout the employment or contractor relationship. We focus on colleague engagement, review our pay practices against living wage benchmarks, have policies to address discrimination and provide wellbeing support. H&T also seeks to promote awareness of modern slavery risks across relevant business functions, including Procurement and Buying teams, and encourages the escalation of any concerns identified through business or supplier activities.

H&T continuously reviews and evolves our processes to prevent modern slavery and human trafficking within our business.

This statement was reviewed and approved by the H&T Board of Directors and will be reviewed annually.

Chris Gillespie

CEO

23 June 2026