

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes CeX slavery and human trafficking statement for the financial year ended 30th June 2023.

Our Organisation

CeX was founded in London in 1992. We have stores in the UK, Spain, Ireland, India, Australia, Portugal, Netherlands, Mexico, Malaysia, Poland and Canarias.

We buy, sell and exchange a range of technology and entertainment products including mobile phones, video games, DVDs and Blu-ray movies, computers, digital electronics, TVs and monitors, and music CDs.

We have more than 700 stores worldwide and we are growing.

Our Supply Chain

As a second hand trade company our supply chain is the customer. We do however work with third party companies who act as a support service to our needs.

Policies

As an expanding business, we are in the process of reviewing our policies in order to make sure that our third parties understand our expectations with regards to human rights across all areas of our supply chain.

CeX actively encourages employees to report any activity that they believe is in breach of company human rights standards, for this we have a whistleblowing procedure in place to report any concerns about the way we and our third parties perform our tasks.

Due Diligence and Risk Assessment

CeX is fortunate that our supply is from the general public, but we still use support services to assist with the day to day running of our business. Many of these parties already have robust Due Diligence measures in place.

As part of the ongoing improvement to CeX's policies and standards, we are ensuring that we have a more comprehensive approach to risk assessment and identification of risk. In 2018 we made substantial improvements to our compliance department to assist in reviewing policies and procedures belonging to ourselves and to our third parties. In 2023 we increased the resources of our compliance department to ensure that necessary checks are conducted in relation to our obligations under the act.

Where applicable we visit our third parties to ensure their working conditions, policies and procedures are up to an excellent standard. Given the geographical location of some of our third parties, we are committed to understanding our relationships better by ensuring transparency with strong working contracts.

Measurement of Effectiveness

CEX will continue to monitor our third party support services both existing and new. Should any instances of non-compliance with the Act arise in relation to any of our third parties then this will be dealt with in the appropriate manner.

Training

Our modern slavery statement is placed in our training manual for all our staff members to review and be more aware. This is supported by strong training and operations teams to assist with understanding of new legislations transferred into our training material. Quarterly compliance awareness bulletins sent by the compliance manager ensures that the company has clear communication.

The above statement was approved by our CEX Board of Directors on the 9th May 2024. The above statement was reviewed and amended by Connor Hill (Compliance Manager) 8th of May 2024.

DAVID BUTLER
DIRECTOR