The Barcode Warehouse Group Limited

Modern Slavery Statement

Introduction

This statement applies to The Barcode Warehouse Group Limited (referred to in this statement as 'The Barcode Warehouse', 'we', 'us', 'our'), which includes The Barcode Warehouse Limited and TBW No.1 Limited.

It is a priority for The Barcode Warehouse to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We take seriously any allegation of human rights abuse in all its forms and will not tolerate human rights' abuse against individuals within our own organisation or our supply chain.

We have taken steps to identify areas where there are risks of modern slavery occurring within our business and supply chain and we are working to eliminate that possibility.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for 1st May 2024to 30th April 2025.

Our Commitment

This statement sets out our current risk analysis and the steps that we have taken and those we plan to take to deliver on this commitment.

We acknowledge our responsibilities in relation to tackling modern slavery and we commit to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of internal practices in relation to our labour force and additionally, our supply chains.

We do not enter into business with any other organisation, in the United Kingdom or internationally, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

Throughout the provision of our services no labour is obtained by means of slavery or human trafficking. We strictly adhere to the standards required in relation to our responsibilities under relevant employment legislation in the United Kingdom and in many cases exceed those minimums in relation to our own employees.

Our Business

The Barcode Warehouse is the UK's leading specialist provider of barcode technology, RFID, labelling and enterprise mobility solutions. We're a UK family business with more than 30 years' experience and a reputation for exceptional customer service. We help organisations transform their operations with the latest technology, software and labelling solutions, and our own, unrivalled mobile managed services. Our extensive experience across a wide range of industries helps our clients increase performance, operate more efficiently and be more competitive; from education to utilities, retail to manufacturing, healthcare to logistics.

We provide products, solutions and services in the following areas:

- Technology & software solutions - whatever our customer's technology and software needs, large orders or small; we offer the widest range of products and are the go-to partner for the top brands on the market, giving our customers the very best prices.
- Leasing - whether our customers are new businesses debating the pros and cons of technology finance or a large business wanting to allocate cash reserves to other business purposes, leasing the equipment we provide has many benefits.
- Labelling solutions - we're the UK's leading manufacturer of blank and custom-printed labels, producing more than 1 billion tags and labels every year.
- Managed services & support - Once you have invested in the best technology, you need to make sure it works for you – all the time.
- We offer a full Enterprise Mobility Management (EMM) service, where we look after your assets so you don't have to worry. Our services include expert support and high-quality care with professional services, incident management, repairs and more.
- Bcode Direct Limited - sales to resellers, system integrators, ISVs and OEMs.

We operate from three premises in Newark on Trent, Nottinghamshire.

Our Supply Chain

We use a wide range of suppliers both for sourcing products and materials and providing our services. These include third-party suppliers, distributors and agents with which we maintain relationships either directly or through our long-standing supply chain partners. Our suppliers are based in the United Kingdom and internationally and we work with some of the world's leading barcoding technology brands.

We understand that some of our suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

We have a zero tolerance approach to any form of slavery or human trafficking, whether within our business or in our supply chain. We are committed to making sure that, as far as we are able, there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Governance and Due Diligence Approach

We carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our business including and also ensuring our key suppliers are also compliant with the Modern Slavery Act.

Having undertaken due diligence to identify and mitigate modern slavery risks within our business, we consider our main exposure to the risk of slavery and human trafficking is in the manufacturing of the equipment and label and paper products we procure and distribute because it may involve the provision of labour in a country where protection against breaches of human rights may be limited. Whilst we have no direct access to our supplier's supply chain, we have undertaken proportionate steps to ensure compliance with Modern Slavery legislation, including positive obligations within our contracts with our suppliers to ensure that there is no form of modern slavery within their supply chain and that they and their supplier chain complies with relevant modern slavery legislation, including a Supplier Code of Conduct which outlines such responsibilities and requirements and as such, are confident that our suppliers have undertaken the appropriate due diligence to satisfy any concerns that they may have within their supply chain.

We undertake audits of our supply chain where we feel it is necessary to ensure compliance with any such terms and conditions and supplier code of conduct accordingly.

On the basis of our current knowledge, we therefore consider the risk of slavery and human trafficking taking place within our business and our supply chains to be low.

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business, including:

- Ethics Policy
- Corporate Social Responsibility Policy
- Supplier Code of Conduct
- Whistleblowing Policy

We continuously review and update all our policies.

Training

We continue to ensure that there is a high level of understanding of the risks of modern slavery and human trafficking in our business and provide regular training to all our employees, which includes anti-bribery and corruption and modern slavery and human trafficking.

We shall continue to develop our training and awareness programme. Training includes Slavery & Servitude, Forced and Compulsory Labour, Human Trafficking & Modern Slavery in the supply chain.

Further Steps

In the financial year 2024/2025, we have continued to develop:

- our governance policies;
- our risk profile and assessments;
- our continued assessment of our supplier's compliance with the Modern Slavery Act, including where applicable acceptance of our Ethics Policy; and
- enforcement of our process for all new suppliers which includes compliance with (amongst other matters) the Modern Slavery Act;
- Creation and enforcement of our Supplier Code of Conduct and incorporation into our standard purchase terms.

Contact Us

If you have any questions or concerns about this Modern Slavery Statement, please contact our Slavery Compliance Officer, Miss Joanne Lee at:
FAO: Slavery Compliance Officer
The Barcode Warehouse Limited
Enterprise House
Glenholm Park
Brunel Drive
Newark
Nottinghamshire
United Kingdom
NG24 2EG
Email: joanne.lee@thebarcodewarehouse.co.uk

Any such complaints or concerns shall be dealt with under our Whistleblowing Policy, where applicable.

This statement has been approved by the Board of Directors and constitutes our slavery and human trafficking statement for 1st May 2024 to 30th April 2025, which will be reviewed each financial year.

Joanne Lee

Joanne Lee,
Director
Issued: May 2025