



### **Organisation Structure and Supply Chains**

Barker and Stonehouse are dedicated to eradicating modern slavery from its operations and supply chains by implementing and enhancing policies and procedures to promote ethical and integrity-driven behaviour among all stakeholders.

While many of our suppliers have longstanding relationships with us, we remain vigilant in addressing the risks associated with the retail industry and global sourcing locations. To address these risks, our buying team conducts factory visits, obtains independent inspection reports, and requires suppliers to affirm their dedication to combatting modern slavery.

### **Our Policies**

Violations or concerns that are brought to our attention will be promptly and proactively addressed. We are determined to find and resolve problems and work with others to protect workers' rights, particularly those most at risk of modern slavery.

We work under the following policies which incorporate ethical standards for our staff and our suppliers. The policies do natural evolve as we and others learn from experience.

Anti-Bribery Policy  
Equality, Inclusion and Diversity Policy  
Modern Slavery Policy  
Personal Harassment Policy  
Right to Work Policy  
Whistleblowing Policy

### **Due Diligence, Risk Assessment and Compliance**

All new suppliers as well as our established suppliers are subject to regular reviews and associated risk assessment. Our risk analysis considers not only the risk to the country from which the product is sourced, but also the risk to the composites used in the manufacturing process. This process allows us to assess the potential for modern slavery and/or human trafficking within the supplier's operations and supply chains. We work only with suppliers that share our dedication to preventing these practices.

Our increased risk concerns are: -

- 1, Countries of Origin with elevated risk of Modern Slavery Issue – China & India
- 2, Origin of some specific raw material in long supply chains - Cotton
- 3, Elongated supply chains based around the Asia-Pacific region.

As a business, we source from all over the world. This naturally increases the risk in both the primary and the secondary supply chain. Important factors such as Country of Origin, Migration Patterns, Workers' Rights, Health and Safety Provision, Working Hours and Pay are all checked and reported by our own agents or third-party ethical auditing. If any report identifies areas of concern, we prefer to work with the supplier to have them addressed. If, for any reason, the improvement is not possible, then we will withdraw. This has happened on one occasion in the last 12 months.

### **Training on Modern Slavery and Trafficking**

Our staff receives ongoing training in various areas related to modern commercial retailing, such as Modern Slavery and Anti-Bribery, through collaboration with the Peninsula Group and their expert team. When starting their job, each employee undergoes a thorough induction program to ensure they are well-informed. It is emphasised the importance of these topics to all employees. Our team is committed to upholding ethical standards in the workplace, guided by the training provided by our own experience and that of our business partners.



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