



Organisation Structure and Supply Chains

As a family-owned business, Barker and Stonehouse are committed to eradicating modern slavery from our operations and supply chains by implementing and enhancing policies and procedures that 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 evolving risks associated with the retail industry and global sourcing. To address these risks, our buying team conducts factory visits, obtains independent inspection reports, and requires suppliers to affirm their dedication to combating modern slavery.

Our Policies

Violations or concerns that are brought to our attention will be promptly and proactively addressed. We are committed to respecting, protecting, and championing the human rights of all who work within or alongside us in any capacity. Our whistleblowing policy enables anyone, without fear of repercussion, to report any wrongdoing, including human rights violations, such as modern slavery.

Working under the following policies, which incorporate ethical standards for our staff and our suppliers.

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

Risks and, therefore, policies, naturally evolve as we and others learn from experience.

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 evolves as perceived risks are identified allowing us to assess the potential for modern slavery and/or human trafficking within the supplier's operations and supply chains. We will work only with suppliers that share our dedication to preventing these practices.

Our increased risk concerns are: -

- Countries of Origin with elevated risk of Modern Slavery Issue- Far East & India
- Demographics with increased risk from all countries we source from.
- Origin of some specific raw material in long supply chains- Cotton & Forestry

As a business, we source globally, which 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 provisions, working hours, and pay are all reviewed by our agents or third-party auditors.

If any report identifies area(s) of concern, we prefer to work with the supplier on resolution and improvement rather than simply withdrawing and risking worsening the situation. Within the last 12 months, we identified concerns with two suppliers, both of which have been addressed and improvements implemented.

Training on Modern Slavery and Trafficking

We collaborate with the Peninsula Group to provide expert training, enabling all new staff to undergo a thorough induction process and ongoing training in essential commercial retail topics, such as modern slavery and anti-bribery awareness, demonstrating the significance of these issues to all staff and reinforcing our commitment to upholding high ethical standards in the workplace.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024. The management board of Barker and Stonehouse approved this statement.

August 2025



J.J. BARKER