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.

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 2024 to 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.

We consider our main exposure to the risk of slavery and human trafficking to exist in the manufacturing of the equipment we distribute because it may involve the provision of labour in a country where protection against breaches of human rights may be limited. We have no direct access to our supplier's supply chain but include positive obligations within our contracts with our suppliers to ensure that their supply chain complies with relevant modern slavery policy 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.

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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 the following clear policies which we review and update regularly as we learn from our experiences.

- Modern Slavery Policy
- Corporate Social Responsibility Policy

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 this financial year, we will continue 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 Modern Slavery Policy; and
- enforcement of our process for all new suppliers which includes compliance with (amongst other matters) the Modern Slavery Act.

Slavery Compliance Officer

We have appointed a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to our obligations.

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 2024