# Anti-Slavery and Human Trafficking statement

## Introduction

This statement sets out Poundstretcher Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps to ensure that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial 01st April 2023 to 31st March 2024.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Poundstretcher Limited is committed to preventing acts of modern slavery and human trafficking occurring in our business and supply chain.

Poundstretcher Limited is the UK's leading variety discount retailer for quality food, toiletries, garden essentials and home-ware brands, and we work with a wide range of suppliers. We have a zero-tolerance approach to modern slavery and human trafficking and impose the same high standard on our suppliers and, in turn, their suppliers.

Our organisation and group companies are absolutely committed to preventing slavery and human trafficking in their corporate activities and ensuring that their supply chains are free from slavery and human trafficking.

## Identifying and Managing Risk

Poundstretcher Limited monitors and regularly re-evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain and has adopted a number of due diligence procedures.

We take a risk based approach to our contracting processes and keep them under review. We recognise that some of our suppliers operate in higher risk locations and therefore we assess whether the circumstances of each particular relationship warrants the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in those contracts. Audits are also completed in these high-risk locations as detailed in the due diligence section below. As noted as an intention in our last statement, we now write directly to suppliers requiring them to comply with the Modern Slavery Act 2015 and our Anti-Slavery Policy, which sets out the minimum standards required to combat modern slavery and trafficking. We ensure these strict processes are followed for every supplier new to the business and continue to review all current suppliers alike.

Consistent with our risk based approach we require:

- Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Anti-Slavery Policy and Code of Conduct.
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to our Anti-Slavery Policy and Code of Conduct.

- As part of our ongoing risk assessment and due diligence processes, we carry out audits on all of our current suppliers periodically to ensure their compliance with our Code of Conduct. We also audit every new supplier into the business following strict processes ensuring they adhere to our Code of Conduct.

If we find that other individuals or organisations working on our behalf have breached our Code of Conduct we will ensure that we take appropriate action, including the potential termination of the relationship with immediate effect.

## Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Colleague code of conduct** Our code makes clear to colleagues the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of colleague conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Anti-Slavery policy** This policy applies to all workers at Poundstretcher Limited and encourages individuals to raise any concerns related to anti-slavery, in any parts of the business or supply chain, at the earliest opportunity. The policy highlights to management that they must ensure the policy is communicated clearly to all workers, including those in procurement and those dealing with third party contacts.

## Due diligence

We continue to undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers. Our due diligence and reviews include

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier;
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier audits or assessments through the organisation’s own staff or third party auditor, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

## Raising Awareness and Providing Support

Poundstretcher has implemented proactive measures to raise awareness about modern slavery among its colleagues. Informative posters have been placed in colleague areas within the distribution center to educate staff about the issue and the available resources. To ensure accessibility for all colleagues, these posters have been thoughtfully translated into multiple languages, reflecting the workforce's diversity.

Additionally, we have communicated the Protect Line phone number, which allows colleagues to report concerns confidentially. If any colleague becomes aware of something suspicious or concerning, they are strongly encouraged to

notify us in complete confidence using this phone line. This initiative underscores our commitment to creating a safe and supportive environment for all colleagues.

## Our commitment

In the upcoming year, our focus remains on continuously evaluating and enhancing the ongoing initiatives already put into action. We recognise the dynamic nature of modern slavery and are fully dedicated to identifying both existing and emerging risks. Our commitment involves leveraging best-practice methods and established resources to gain insights and knowledge.

We have continued to invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, workers and colleagues are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Poundstretcher Limited's slavery and human trafficking statement for the financial years commencing 01st April 2023 and ending 31st March 2024.

## Board approval

This statement is signed off on ___ January 2025 by our Board.

Director's signature: ……..

Director's name : ……

Date : ……..