

Modern Slavery Statement

Organisation

This statement applies to Bells Sons & Co (Druggists) Ltd. The information included in the statement refers to the year 2023.

Purpose and Scope

Bell Sons & Co (Druggists) Ltd recognises that slavery and human trafficking can occur in many forms.

We consider that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

We have taken, and will continue to take, a number of steps to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Steps we have taken:

- Ensuring all suppliers are aware of Bell Sons & Co (Druggists) Ltd.'s policy on modern slavery and therefore share this document with any suppliers.
- Providing fair remuneration to all employees
- Providing fair working hours and complying with maximum working hours policies.
- Ensuring all overtime is voluntary and will be provided with adequate compensation for any overtime worked
- All employees are free to leave with reasonable notice

Suppliers Fair Wage & Working Hours

Suppliers must provide fair remuneration, reasonable working hours, leave periods and public holidays in compliance with all applicable local wages, hour laws and regulations. Any maximum working hours should not be exceeded. Overtime should be voluntary and workers must receive adequate compensation for any overtime worked.

Commitment

Bells Sons & Co (Druggists) Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Bells Sons & Co (Druggists) Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Bell Sons & Co (Druggists) does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Bells Sons & Co (Druggists) Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Bell Sons & Co

(Druggists) Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Bell Sons & Co (Druggists) Ltd do not accept any child labour or any practice that inhibits the development of children. The term “child” refers to any person under the age of 16 (or according to the applicable local laws) or under the minimum age of employment in any particular country. Bell Sons & Co (Druggists) Ltd does not employ anyone under the age of 18.

No Involuntary Labour

Suppliers must not use or facilitate any type of involuntary labour, including forced, compulsory, indentured, bonded, slave or human trafficked labour. Suppliers must not traffic individuals or groups for the purpose of labour exploitation. All employees must be voluntary and should be free to leave upon reasonable notice.

Sathish Kumar

Managing Director