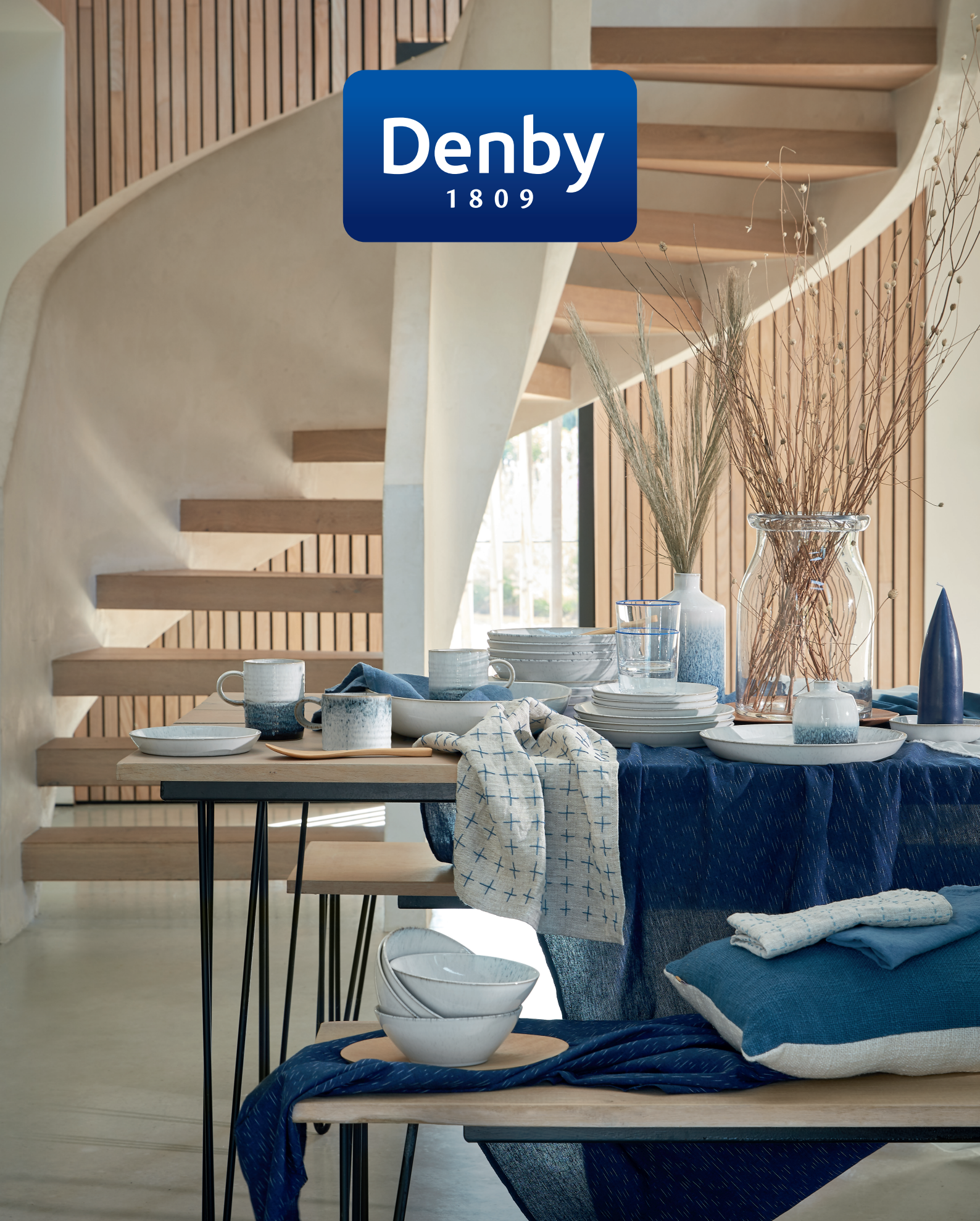




Denby
1809



MODERN SLAVERY STATEMENT 2024



This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 in respect of our financial year January to December 2024 and sets out the steps we have taken to minimise the risk of modern slavery in our own business operations and supply chain.

Introduction

Denby Holdings Ltd and its subsidiaries (Denby) will not tolerate any form of human rights abuse, including modern slavery, throughout our operations and supply chain and we will take all reasonable steps to ensure that none is present.

Modern slavery is a fundamental abuse of human rights and takes a number of forms encompassing slavery, servitude, forced labour, compulsory labour, child labour and human trafficking.

We are committed to acting ethically, responsibly and transparently in all business dealings and relationships to maintain the integrity of our brands and to putting into place and enforcing effective systems and controls to identify and take appropriate action against any form of modern slavery taking place within our business or supply chain.

Our Organisation

Denby is an internationally renowned premium ceramics and homewares manufacturer and retailer with a strong brand identity. The Company was founded in 1809 and still occupies the same Derbyshire site today.

Our head office is in Derbyshire along with our Denby ceramics manufacturing facility and close to our warehouse and distribution centre. We also have marketing and sales offices in the USA, South Korea and the People's Republic of China, as well as a further manufacturing facility for our Burgess & Leigh subsidiary in Stoke-on-Trent and a number of retail stores in the UK.

We manufacture all our core ceramics in the UK, we procure finished goods, materials and services in the UK, Europe and the Far East, and we manage distribution through retail, ecommerce and wholesale channels in our UK, N.America, South Korea and People's Republic of China subsidiaries, as well as through a network of overseas distributors.



Responsibilities

Our Executive Team takes full collective responsibility for ensuring modern slavery act compliance and has appointed the Head of Human Resources to be individually responsible for driving this agenda.

We expect our employees and partners to adhere to the highest ethical standards in relation to working conditions and human rights at all times. All employees and partners are encouraged to be alert to the potential risks across the whole supply chain and to ensure any concerns are reported using the appropriate channels and we are committed to investigating and acting on any reports received.

Policies

Denby has a Human Rights and Modern Slavery Policy which sets out our approach to ethical business standards and the protection of human rights. The policy is based on the ETI Base Code, which is an internationally recognised code of labour practice.

We are a member of Sedex and are regularly audited against the Sedex Members Ethical Trade Audit (SMETA), the most widely used format for social audits globally.

We have a Whistleblowing Policy under which employees can report any concerns in relation to modern slavery and which sets out our approach to dealing with any reports which are made.

We have a Child Labour Remediation Policy which sets out our approach to dealing with any suspected cases of child labour within our own operations or our wider supply chain.

The Human Rights & Modern Slavery, Child Labour Remediation and Whistleblowing policies were all reviewed and updated during 2024, future reviews will be annually.



Supplier due diligence

We conduct due diligence on all potential suppliers to ensure they have taken steps to eradicate any form of modern slavery from within their own organisation and supply chain.

Anti-slavery and human trafficking obligations are incorporated into all supplier contracts and agreements.

We conduct regular audits of our supply chain to monitor social and environmental performance as well as compliance with best practice and local law, any actions identified as a result of such audits are documented with follow up arranged to ensure they are closed within the agreed timeframe. During 2024 we carried out on site audits at the premises of 2 suppliers with satisfactory and excellent outcomes.

Training

All employees are briefed on our commitments on modern slavery through newsletters, team briefs and toolbox talks.

We continue to look for new ways to raise employee awareness and understanding in relation to modern slavery and human trafficking.

Next steps

We will continue the review and updating of associated policies during 2025, carry out a programme of supplier audits and publish our Code of Conduct.

A handwritten signature in black ink, appearing to read "S. Lazell".

Sebastian Lazell
Managing Director