SMITHERS-OASIS U.K. LTD.

2024 Modern Slavery Statement

This statement sets out the steps taken by Smithers-Oasis UK Limited T/A OASIS FLORAL PRODUCTS, company registration number 1542218 and its subsidiaries pursuant to section 54, Part 5 of the Modern Slavery Act 2015 (Act).

Smithers-Oasis UK Ltd is a leading manufacturer and retailer of floral foam, florists sundries and post-harvest products in the UK, employing over 100 people.

As a business we pride ourselves on acting fairly and ethically, and we have a full code of worldwide business ethics we adhere to globally.

Our reputation is built upon how we conduct our business, the values of our Colleagues and the integrity of our Business Partners.

POLICIES ON MODERN SLAVERY & DUE DILLIGENCE

At Smithers-Oasis, we recognise our responsibility in ensuring sound social and environmental practices in our manufacturing plants, offices, warehouses and within our supply chain.

We are committed to eradicating modern slavery and human trafficking in any part of our business and supply chain.

The subsidiaries of Smithers-Oasis Europe Limited operate only in the UK and Europe and we abide by all employment laws including age and eligibility to work verifications. We have sound diversity and inclusion policies.

As such, we believe that we are at low risk of modern slavery in our employee base.

Our internal employee standards and policies are consistent with the requirements of the Universal Declaration on Human Rights and the International Labour Organisation's core labour standards.

Our ethics code is set out in a number of specific policies on key social and ethical issues, for example anti-bribery and corruption, harassment and bullying, as well as whistleblowing.

These outline the standards and behaviours that we expect from all stakeholders that we engage with.

All employees and stakeholders are encouraged to identify and report any potential breaches of our policies either through established internal procedures.

STRUCTURE & SUPPLY CHAINS

We sell over 600 in-house manufactured products (of which purchased components are contained within) and over 3000 bought in sundry products which are sourced either directly from manufacturers or from suppliers.

We work with suppliers around the world, and recognise the importance of closely scrutinising our suppliers' policies, as well as our own. We want to work with the right suppliers who not only meet our quality standards but also share our values and treat their obligations towards modern slavery and human trafficking with the same importance as we do.

We ask all our suppliers to complete a signed survey, part of which asks them to recognise the UK Modern Slavery Act 2015, and share with us their own Modern Slavery statements and policies, as well as bribery, corruption and ethics practices.

RISK ASSESSMENT & MEASURING EFFECTIVENESS

We regularly audit suppliers to ensure they are adhering to our standards. In the cases of local UK and European suppliers, our own team can carry out checks. For overseas suppliers, we employ specialist third party auditors to check on our behalf.

TRAINING FOR STAFF

Our policies on ethics, including modern slavery, are set out in our new employee handbook, which all team members will receive.

ON-GOING COMMITMENT

Managing the risks around all forms of Modern Slavery & Human Rights is an iterative process and carries on-going risk.

We are committed to continuously reviewing and improving the effectiveness of this policy to prevent modern slavery and human trafficking throughout our operations and supply.

This statement had been reviewed in 2024 and approved by Paul Southwick, Managing Director of Smithers-Oasis UK Ltd.