Smith Brothers (Leicester) Ltd Modern Slavery Act Statement

This statement is made on behalf of Smith Brothers (Leicester) Ltd [SBL], pursuant to section 54 of the Modern Slavery Act 2015. This document reflects the policy of the groups largest subsidiary (Smith Brothers Stores Ltd) to ensure that modern slavery, or human trafficking does not occur within our business or supply chain.

Modern Slavery encompasses slavery, servitude, human tracking and forced labour. SBL has a zero-tolerance approach to any form of modern slavery. Smith Brothers Stores is the only company within the group required to make a statement under the Modern Slavery Act 201. However, across the group we are committed to acting ethically, with integrity and transparency in all business dealings. We aim to put effective systems and controls in place to safeguard against any forms of modern slavery taking place within our business or our supply chain.

HIGH-RISK AREAS

A potential high-risk area for the group is our international suppliers. We endeavour to substantiate in our initial negotiations, with any international supplier, that the products we source have originated from a manufacturing process that respects all aspects of the modern slavery act.

POLICIES

We operate internal policies to ensure we are conducting our business in an ethical and transparent manner. These policies include:

- We do not tolerate slavery or human trafficking in any part of our business and are committed to ensuring this does not take place in our supply chains.
- Our anti-slavery policy reflects our aim to act transparently, respectfully and with integrity in all our business relationships. We implement and enforce effective systems and controls to mitigate this risk.
- We have reviewed our purchases to understand the nature of our suppliers. These include freelancers, consultants and companies providing a wide range of goods and services to help us deliver our aims and objectives.
- We have in place systems to mitigate the risk of slavery and human trafficking occurring in our supply chains, allowing us to assess, identify, address and monitor risk areas. We assess the risk of slavery or human trafficking occurring in our supply chains.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide updates to our staff providing both written and oral reminders of good practice.
- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

PERFORMANCE INDICATORS

We will know the effectiveness of the steps taken to ensure slavery or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public or any law enforcement agencies to indicate that modern slavery practices have been identified.

This statement constitutes the groups modern slavery and human trafficking statement for the financial year ending 30th September 2024. It has been approved by the members and signed on their behalf by:

Martin Heatlie - Group CEO.
13th June 2024

