Charlies Stores Limited

Slavery and Human Trafficking Statement for the Financial Year to 31 July 2023

Introduction

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps taken by Charlies Stores Limited ("Charlies") during the financial year ending 31 July 2025 to prevent modern slavery and human trafficking in our business and supply chains.

About Charlies

Charlies is an independent, family-run, multi-department retailer based in mid-Wales. We have 9 stores across Wales and England and an online presence, selling over 100,000 products sourced from 1,200 suppliers. Charlies now has over 450 team members and made revenues of £65m in the year ended 31 July 2025. All of our operations are situated in the UK.

Suppliers and Supporting Services

Our greatest exposure to modern slavery risk lies in our product supply chain. We work with both UK and non-UK based suppliers, and some goods originate from higher-risk regions. We also outsource selected services.

We expect our suppliers and service providers to uphold basic human rights and ethical standards, including:

- No use of forced, bonded or child labour
- Safe and hygienic working conditions
- Legal wages and working hours
- Respect for freedom of association
- Fair treatment without discrimination or harassment

We expect openness and cooperation from suppliers in the event of any investigation.

Due diligence processes

We have internal policies on whistleblowing and HR practices that support fair treatment and provide staff with a confidential means to report any concerns. Allegations are fully investigated, and appropriate action is taken.

Responsibility for modern slavery compliance lies with the Directors, supported by internal teams.

On-Going Commitment

We recognise that modern slavery remains a risk globally. While we believe the risk within our direct operations is low, we remain committed to ongoing vigilance and periodic review of our practices and supplier expectations.

This Modern Slavery Statement 2025 was approved by the Directors of Charlies Stores.

R Lloyd

REBECCA LLOYD

Managing Director | Charlies Stores Limited | 2024