



Bishops Beds Modern Slavery Statement

Dec 2024

Our Business

Bishops Beds Ltd. have been trading since 2005 and is a family owned company. Bishops Beds is an independent, ISO accredited specialist manufacturer, supplying beds, mattresses and furniture to commercial and retail markets. Our work is predominantly within the contract sector, being one of the main suppliers to the UK student market as well as proudly working with the MOD.

Offering a varied selection of beds, mattresses, and furniture as well as bespoke and white label options for some of the largest PBSA providers, Bishops Beds are dedicated to forging long-lasting partnerships built on trust, integrity, and mutual success.

Bishops Beds is against slavery and human trafficking in any part of our business and supply chain. We are committed to ensuring that procedures are in place to identify and prevent slavery taking place.

Modern Slavery Statement

Bishops Beds is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We are committed to creating and ensuring a non-discriminatory and respectful working environment for all our staff and we do not enter business with any supply chain in the UK or abroad which knowingly supports or is found to be involved in slavery or forced labour.

Due Diligence

All of our processes fully consider modern slavery risks and the principles of the 2015 act. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and that they provide us with a valid National Insurance number, we are also fully compliant with the legislative requirements relating to this.

Our supplier procedures are also focused upon this act. We believe we can use our position in the supply chain to improve working conditions for many. We expect everyone in our supply chain to operate with the same ethics and diligence as ourselves. We are committed to ensuring that there is no modern slavery or human trafficking within any part of our business and therefore we have a direct working relationship with all suppliers, and we expect all to visit and



assess their own supply chains. Our suppliers are all expected to work to identify any risks in their own supply chains and to act accordingly.

Risk Assessment and Management

We recognise that the nature of modern slavery is subject to continuous monitoring, We will review this policy to ensure its operating effectively. Where concerns are raised through this policy, we will consider how these have been handled and, if appropriate follow up action will be taken. We will review this policy on an annual basis, developing key performance indicators and putting improved steps in place to measure compliance.

Assurance and Key Performance Indicators

There are no known issues of modern slavery in our business or supply chains.

Training on Modern Slavery

Our modern slavery statement is supplied to all new starters within the business and is available to all staff and interested parties on our website. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business we continually monitor our staff's awareness of these policies through one to ones, reviews and continuous training.

Our training emphasises the following topics:

- How to assess the risk of slavery
- How to identify signs of slavery
- What steps to take if slavery is suspected

Policies

We recognise that specific policies are required to ensure we adhere to all of the points in this statement and therefore, we have various policies in place to ensure we meet the requirements if this statement.

Our Policies:

- Equality Policy
- Ethical Policy
- Bribery & Corruption




- Equal Opportunity Policy
- Whistleblowing Policy
- Safeguarding Policy

Further Steps

As part of our ongoing commitment to this matter over the course of the next year we will aim to:

- Re-train all existing staff on this policy
- Continue to train all new staff on this policy
- Develop a supplier code of conduct which mirrors our values and commitment to preventing modern slavery and human trafficking
- Carrying out due-diligence checks with existing suppliers

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Bishops Beds statement for Modern Slavery and Human Trafficking for the year ending December 2024. This statement was approved by the Managing Director on 8th January 2025.

Authorised By: 

Paul Vinnicombe
Managing Director
For & On Behalf of Bishops Beds Ltd.