

# Modern Slavery Statement.

2023/24.



**Alex Baldock**  
Group Chief Executive, Currys

“As a responsible business we’re committed to using our scale and expertise to be a force for good in the world. There is no place for forced labour or exploitation in any of our operations and we will continue to do right by our colleagues, customers, and shareholders.”



# Introduction.

Since the inception of the Modern Slavery Act 2015 ('the Act') we have been fully supportive of preventing modern slavery in businesses and supply chains around the world. Modern slavery, including forced labour, child labour, bonded labour and human trafficking, represents some of the most severe human rights abuses. We believe that the eradication of these abhorrent abuses requires raised awareness among both our colleagues and our communities, and that through collaboration we can drive good practice and transparency. Currys is committed to acting with integrity and leveraging our size and unique capabilities to do good. As a business trading across the United Kingdom & Ireland and the Nordics, with colleagues in Hong Kong and a global supply chain, we recognise our exposure to the risks of modern slavery, mitigate against those risks and know we can make a difference by taking positive action.

## Our Approach

We use the OECD (2018) model for due diligence assessments of responsible business conduct. The six-step model describes how companies should work towards more responsible and sustainable business practices across the supply chain. We, as a company, are open and honest about challenges in the supply chain and the negative impacts that can sometimes arise for people, society, and the environment. We are committed to handling these challenges in the best possible way in collaboration with our stakeholders.

We continue to risk assess our business and supply chain, recognising the dynamic nature of risk and identifying areas where there is potential for modern slavery, assigning resources, and mitigating where necessary. We have always advocated collaboration, sharing best practice and experience with stakeholders who share the goal of preventing modern slavery. Our focus has been on tier 1 suppliers (our direct supply base including our outsourcing partners) where we have the most influence and can achieve more immediate impact. We expect the robust standards we set on supplier auditing to be upheld, in line with our own rigorous supply chain due diligence process. Where appropriate, we want to support suppliers in identifying and investigating risks in their own supply chains as we seek to expand our understanding of and promote our standards to our tier 2 suppliers and beyond.

Our vision, to help everyone enjoy amazing technology, has a powerful social purpose at its heart. We are committed to operating a responsible business and continue to work with suppliers to give our colleagues, customers and shareholders peace of mind that the products and services we buy and sell are free from forced labour and exploitation.



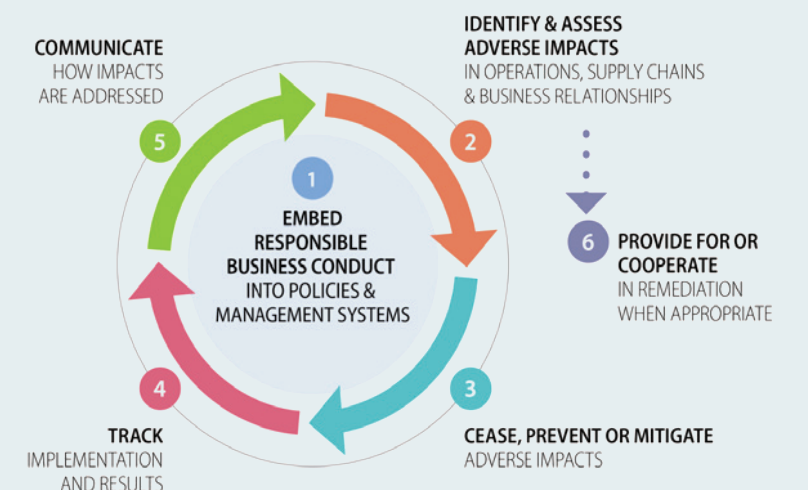
This is our ninth statement on modern slavery and human trafficking and covers the financial year ending 27 April 2024.

It has been approved by the board of Currys plc and is endorsed, approved, and adopted by the following operating subsidiaries: Currys Group Limited, Currys Retail Limited, iD Mobile Limited, Carphone Warehouse Europe Limited, DSG International Holdings Limited, Currys Retail Group Limited, Currys Holdings Limited, DSG European Investments Limited, DSG Overseas Investments Limited. The named subsidiaries are those based in the United Kingdom (to which the Act applies) with an annual turnover greater than £36m in 2023/2024, however the statement applies to all subsidiaries regardless of size or location.

Alex Baldock,  
Group Chief Executive, Currys

4th September 2024

### DUE DILIGENCE PROCESS & SUPPORTING MEASURES



# Governance.

Responsible sourcing is central to our work to prevent modern slavery and is a regular agenda item for our Board ESG Committee, constituted of three non-executive directors of the board and of our Group Sustainability Leadership Team (GSLT), chaired by our Chief People, Communications and Sustainability Officer. Our Group Chief Executive has overall responsibility for the responsible sourcing agenda and actions. The Board ESG Committee meets four times a year and the GSLT maintains engagement with senior leadership throughout the year. Alerts raised during supplier background checks and the review of any new vendor applications that have been flagged as a potential risk falls under our Board Risk Committee.

Beyond modern slavery and human trafficking, responsible sourcing at Currys includes workers' rights, the environment (which includes topics such as the reduction of plastic packaging and energy consumption), supplier capacity building, anti-corruption, and social impact. Continuing to grow our partnership with [EcoVadis](#), one of the leading providers of business sustainability ratings, has allowed us to continue our focus on this wider set of issues. The EcoVadis assessment focuses on 21 sustainability criteria, grouped into four themes, one of which is labour and human rights and measures companies based on international standards including the [Ten Principles of the UN Global Compact](#), the [International Labour Organization \(ILO\) conventions](#), the [Global Reporting Initiative \(GRI\) standards](#), the [ISO 26000 standard](#), the [CERES Roadmap](#), and the [UN Guiding Principles on Business and Human Rights](#).

In this subject area, the focus of our Responsible Sourcing team is on supplier monitoring, internal/external stakeholder engagement, utilising tools such as EcoVadis and the Responsible Business Alliance's (RBA) online supply chain and corporate social responsibility management platform, working with organisations such as the [Slave Free Alliance \(SFA\)](#), and the [British Retail Consortium \(BRC\)](#), and monitoring changes to legislation or sanctions in the territories where we and our tier 1 suppliers operate.

## Key achievements in 2023/2024

- ✓ EcoVadis ratings available for almost 60% of group spend and 98% of spend uploaded to the EcoVadis IQ+ platform.
- ✓ Reviewed and republished our Standards for Responsible Sourcing in line with the RBA Code of Conduct.
- ✓ Conducted a modern slavery 'spot the signs' training for 600 colleagues in distribution roles and combined with our responsible sourcing online module for buyers, a total of 1,200 colleagues have been completed training on these topics.

# Structure of Business and Supply Chain.

## Our Business

Headline Revenue:

**£8,476 million**

### Number of stores

Group total	UK & Ireland	298
<b>719</b>	Nordics	421

24,462 employees based in 7 countries



UK  
57.1%



Norway  
13.0%



Sweden  
12.3%



Denmark  
10.2%



Finland  
4.9%



Ireland  
2.3%



Hong Kong  
0.2%



We are one of Europe's leading omnichannel retailers of technology products and services. We provide a complete solution for customers offering a comprehensive range of electronic and mobile products, connectivity, and expert after-sales services. We are the market leader in each country in which we operate. This year we successfully completed the sale of our Greek and Cypriot business, Kotsovolos. In the UK & Ireland we trade as **Currys** and in the Nordics under the **Elkjøp** brand, full details of which can be found on our [corporate website](#). Both businesses are supported by their own head office, distribution network and repair facilities, with each procuring goods for resale (i.e. products and services to be sold in our stores) and goods not for resale (i.e. service provision such as security and cleaning, construction services and IT infrastructure and services). The Group's operations are supported by a sourcing office in Hong Kong.

## Supply Chain

We sourced from over **6,500** tier 1 suppliers in 2023/24.

	UK&I	Nordics
Goods for Resale (including own label)	329	271
Goods Not for Resale	1,127	4,863

526 suppliers with spend above 1M NOK

Our suppliers businesses are registered **43 countries** with **99%** of them in the 10 listed below:



Norway  
26%



Sweden  
22%



United Kingdom  
21%



Denmark  
12%



Finland  
11%



Ireland  
2%



China (inc. Hong Kong & Taiwan)  
2%



Netherlands  
1%



United States  
1%



Germany  
0.5%

# Structure of Business and Supply Chain.

## Our Business

### Own label and licensed brand suppliers.

Our own label and licensed brand operation, based in Hong Kong, sources products across many categories including domestic appliances and consumer electronics. We work with 78 suppliers across Asia and Europe. Auditing and risk assessments are integral to our supplier selection process and their ongoing relationships with us, and we have been carrying out this work for many years. We have taken advantage of this wealth of experience to understand our wider business and supply chain, and when creating our support functions, including the Responsible Sourcing team based in the UK.

## Supply Chain

# 12%

of our suppliers are for products or services that are sold to our customers (goods for resale). These include a wide range of domestic appliances and consumer electronics and account for 81% of Group spend.

# 88%

of suppliers provide us with goods or services not intended for consumers (goods not for resale). These are sourced by our Procurement teams and cover categories such as logistics, property management, professional services, IT and shopfitting. They account for 19% of Group spend.

# 96%

of our Group spend is with suppliers whose businesses are registered in the 10 countries below:



United Kingdom

47%



Sweden

21%



Netherlands

11%



Ireland

6%



Norway

4%



China (inc. Hong Kong & Taiwan)

2%



Denmark

2%



Singapore

1%



Finland

1%



Germany

1%

# Policies in Relation to Modern Slavery and Human Trafficking.

Our [Standards for Responsible Sourcing \('the Standards'\)](#) are referenced alongside our [Modern Slavery](#) policy in supplier contracts. The Standards are the cornerstone of our work to set minimum requirements in the areas of modern slavery, human trafficking, human rights, labour, environment, anticorruption and social impact. As members of the RBA, we are committed to the RBA Code of Conduct. This year, in line with the latest version of the Code, we have republished our Standards for Responsible Sourcing. By the time of publication of this Statement, they have been shared with suppliers, requiring them to comply and to share onto their first-tier suppliers (our second tier) helping the Standards extend across the supply chain. The Standards align with version 8 of the [RBA's Code of Conduct](#) and are more comprehensive with enhanced wording on forced labour, child labour and young workers, working hours and collective bargaining. The goal of the Standards is for continuous improvement, working with suppliers to improve their position rather than excluding them. However, if necessary, we will delist a supplier or terminate a contract in response to a related non-compliance. This year no suppliers were delisted for such reasons.

The Standards make reference to our [Conflict Minerals](#), [Child Labour Remediation](#), and Modern Slavery policies which are shared with all tier 1 suppliers and set out minimum standards to be met. Our Conflict Minerals policy encourages our suppliers to make use of the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#) to conduct their own supply chain due diligence. The policy also requires suppliers to source from refineries that are on the [Responsible Mineral Initiative's Conformant Refiners list](#). In 2024/25 we will review and update these three policies in consultation with the Slave-Free Alliance.

# Policies in Relation to Modern Slavery and Human Trafficking.

We recognise the impact of standards and policies is through compliance as well as colleague and supplier awareness. We have a range of policies and process in place to ensure we are acting responsibly within our own business operations. These policies ensure our colleagues have the right to work for us, are safe and respected at work and have the means to raise any concerns confidentially. The policies and how they work to reduce the potential for modern slavery and exploitation occurring in our business include:

- ✔ Whistleblowing policy – Ensures our employees, suppliers, contractors and third parties can report concerns relating to modern slavery and labour rights in line with this policy, and anonymously if preferred.
- ✔ Grievance policy – Provides a route for employees to raise grievances confidentially.
- ✔ Code of Conduct policy – Sets out our expectations and values of all our colleagues, including acting with integrity, due skill, care and diligence.
- ✔ Recruitment & Selection policy – Provides assurance that the identity of our workforce is verified.
- ✔ Right to Work policy – Provides assurances that only those with the right to work are employed by Currys.
- ✔ Young Workers & Work Experience policy – Sets out certain protections and support to ensure that young persons are treated fairly in the workplace.
- ✔ Equality, Inclusion & Diversity: Dignity at Work policy – Tackles discrimination and helps to ensure workers feel valued and respected.
- ✔ Responsible Sourcing policy – Sets out our commitment and process to ensure our goods and services are not derived from forced labour.
- ✔ Modern Slavery Escalation Process – Ensures we are prepared and able to respond if a modern slavery concern is identified in the business or supply chain. It details steps from raising a concern through to remediation while providing a victim-centred approach to prioritise their safety.

All policies are reviewed and updated regularly to ensure they are fit for purpose and in line with internationally recognised guidance.

**We undertake reviews and assessments of our processes and operations.** This year we conducted a recruitment review of our Nordic Distribution Centre (NDC) in Sweden (detailed in the Due Diligence section below). The review noted that any documents or communications provided to employees should be accessible and easy to understand. This site is therefore working to ensure that all important communications such as whistleblowing posters and policies are provided in the majority spoken languages on site.

## Progress against 2023-2024 areas of focus:

2023-24 Area of Focus	Status	What steps we've taken this year
Review and republish our Standards for Responsible Sourcing	Complete	Standards updated and published to align with Version 8 of the RBA's Code of Conduct

## Our 2024/2025 key areas of focus include:

- ✔ Review and republish our Modern Slavery, Conflict Minerals and Child Labour Remediation policies.
- ✔ Translate important colleague communications such as whistleblowing posters and policies into more languages at Elkjøp's NDC.



# Due Diligence Process.

## Key activities during 2023–2024:

### Continue to roll out EcoVadis to Group suppliers:

EcoVadis’ sustainability ratings platform enables us to go beyond our own supplier database and risk assessment, helping us to measure and improve supplier social, environmental, and economic performance. Our ongoing partnership with EcoVadis adds to our existing audit programme, compliance checks and workers’ rights questionnaire. The platform gives us a thorough view of our suppliers, enabling us to assess supplier compliance against our Standards. Through the EcoVadis supplier assessments, supplier policies are externally verified rather than relying on self-assessment. Enhanced data is empowering us to target resources towards areas of higher risk, and to drive continuous improvement and sustainability impact. We have targeted suppliers by largest spend, and now with the use of EcoVadis IQ+ we have a more focused approach as we can identify those suppliers where, although share of business is small, the risks associated with their country of operation and/or sector, combined with their share of our business mean a full EcoVadis assessment is appropriate. We have almost 60% of Group spend covered by an EcoVadis rating and have EcoVadis IQ+ ratings for 98% of our spend. These ratings highlight those suppliers where human rights risks are higher and we are now using this data to prioritise who we engage for a full EcoVadis assessment. Our Responsible Sourcing team provides monthly progress reporting and regularly reviews suppliers not on the platform with UK & Ireland and Nordic commercial and procurement teams to identify, invite and then encourage new suppliers to complete their assessments at regular intervals throughout the year.

In 2023/24 the average score of all our suppliers on EcoVadis under the labour & human rights theme was 60 out of a possible 100. We are pleased to report that this puts us 10 points ahead of the average labour and human rights score for all companies rated on EcoVadis and 5 points ahead of the average for the retail industry.

### Audit programme for own label and licensed brand suppliers:

We remain confident that our audit criteria for own label and licensed brand suppliers reflect the risks to our business, suppliers, and their employees. All own label and licenced brand suppliers are audited prior to selection and then on an ongoing basis, with the frequency of audits set between six months and three years depending on previous performance and other risk criteria. This year we completed 68 audits; where any issues are found, we then work closely with relevant suppliers to monitor non-conformances (including excessive working hours as detailed below) and ensure issues were resolved to our satisfaction (detailed further in monitoring section below).

## Progress against 2023–2024 areas of focus:

2023–24 Area of Focus	Status	What steps we’ve taken this year
Continue inviting suppliers to join us on the EcoVadis platform. Our 2023/24 target was to increase spend coverage to 65% (including an 80% target for Own Label and Licensed Brand) for suppliers to have a full and valid EcoVadis assessment	Ongoing	Increased spend covered by an EcoVadis rating to almost 60% (including 70% for Own Label & Licensed Brands)
Add and monitor a minimum of 70% of Group suppliers on the EcoVadis IQ+ portal to enable us to monitor supplier risks by country and sector without full EcoVadis assessment	Completed	90% of our suppliers are now monitored against ESG risks (including modern slavery) on the IQ+ platform (equating to 98% of spend)
Drive further reductions in working hours for own label and licensed brand suppliers and continue to monitor our purchasing impacts	Ongoing	Asked 6 factories to provide a corrective plan to reduce working hours and monitored progress via a follow up audit

## Our 2024/2025 key areas of focus include:

- ✔ Continue inviting suppliers to join us on the EcoVadis platform. Our target is to increase spend coverage to 65% (including an 80% target for Own Label and Licensed Brand) for suppliers to have a full and valid EcoVadis assessment.
- ✔ Drive further reductions in working hours for own label and licensed brand suppliers and continue to monitor our purchasing impact.
- ✔ Continue using the data provided by the EcoVadis IQ+ platform to target high risk suppliers for a full EcoVadis assessment.
- ✔ Review and identify any enhancements to our human rights due diligence processes to ensure ongoing compliance with EU CSDDD.

# Due Diligence Process.

## Recruitment review of our Nordic Distribution Centre (NDC):

As part of our membership of the Slave-Free Alliance (a best practice scheme that is run by [Hope for Justice](#), a leading global modern slavery charity) we completed a recruitment review of our NDC in Sweden. The NDC is 107,000 square meters, has its own railway track and 85 loading and unloading ports for trailers and almost 30 million products a year are shipped from the site. The SFA carried out desk-based assessments of our policies and processes, spoke with managers at the site, interviewed workers, and met with the recruitment agency we use. The assessment found no evidence of modern slavery and highlighted some areas of best practice. For example, Elkjøp's initiative "Logistics with the Heart" which focuses on sustainability, traffic safety, working conditions and fair wages within the logistics industry. This commitment includes both internal operations and those expected of our partners. The NDC also champion the welfare of transportation drivers who visit the site, ensuring drivers are offered a safe place for rest and refreshments. The review also provided constructive feedback on how we can increase awareness among all staff (including temporary agency workers) on their rights and health and safety. As a result of the assessment, Elkjøp will expand welfare checks and employee feedback processes to include third party employees working on site, will review and identify any enhancements to our existing management training on equality and introduce more stringent ID verification processes.

## Identifying trends/recurrences:

The issue we most commonly find remains the occurrence of excessive working hours in countries such as China. We consider how our working practices may impact and encourage these additional hours and provide training to buyers and commercial colleagues around the business to mitigate this risk. We also work to address the issue with our suppliers directly. We have set own label and licenced brand suppliers a target for continuous improvement which is consistent with the RBA's [Validated Audit Programme](#), reviewing corrective action plans and re-auditing as necessary. Whilst this remains an area with more work to be done, we are pleased with the improvements our suppliers continue to make.

We are committed to upholding human rights across our operations and in our supply chain and continuously monitor incoming regulations such as the EU Corporate Sustainability Due Diligence Directive (CSDDD). To ensure we meet the new requirements we are reviewing and strengthening our approach to human rights due diligence accordingly.

"SFA is delighted to work with Currys to identify, mitigate and address modern slavery risks in its operations and supply chains. SFA and Currys collaborated on some important projects this year, including a review of Elkjøp's internal recruitment practices and use of recruitment agencies at their distribution centre in Sweden. We are looking forward to identifying other ways to raise awareness of modern slavery within both Currys and its partners, and further engaging with suppliers to identify and address risks."

**Marc Stanton**, SFA Director

"Working with SFA has been an important part in our efforts to address and mitigate modern slavery risks within our operations. Their expertise has provided us with invaluable insights, enabling us to foster a culture of awareness and responsibility."

**Sofie Ambjörn-Christiansen**, Risk & Compliance Manager

# Risk Assessment.

Risk exposure is ever evolving, and our business and supply chain assessments adapt accordingly. We gather intelligence about emerging risks through our industry collaborations and target our efforts where they can make the most impact.

We assess all tier 1 suppliers based on their country of registration (using the [Global Slavery Index risk rating](#)) and type of business and then ask targeted questions to the suppliers identified as higher risk, ensuring our resources are focused on the countries, products/materials, and industries where slavery is more prevalent. We have further developed our risk assessment strategy by introducing the EcoVadis IQ+ risk platform as detailed above. We also make use of the RBA's Risk Assessment Platform which includes indicators for forced and child labour, to map risk of all our own label and licensed brand factories.

In recent years, and as a result of the work we conducted with the SFA we have managed to reduce the risk rating for our waste and recycling tier 1 and 2 supply chain as we have gained a far better understanding of their systems, policies and working practices. Whilst this has meant we have greater confidence in our suppliers in this area, we continue to work with the SFA to monitor risk. Additionally, in 2022, the SFA reviewed our UK&I business' governance, policies and procedures, due diligence, and training relating to modern slavery. Overall, the report found that we have a 'strong commitment to address modern slavery', 'a solid set of policies', and 'a reasonable, proportional, and collaborative approach to risk assessments', as well as 'good training provision'. It was also noted that our recruitment and employee selection frameworks 'provide significant protection against the likelihood of criminals attempting to recruit victims of slavery into the organisation'.

Whilst these points are encouraging, there will always be more we can do to improve. We continue to work closely with the SFA to risk assess our business as we have done this year at the NDC (details of which can be found above in our Due Diligence section). Looking ahead, in 2024/25 we will complete a risk assessment of security and cleaning across our store network in collaboration with SFA.

**Below we have identified some areas we consider to be of higher risk:**

**Human rights concerns:** The ongoing risk to workers' conditions is an area of concern and continued monitoring for our business. Some of the steps we take to mitigate these risks are as follows:

- ✓ We engage with organisations such as the RBA and BRC on the topic to gain expertise and discuss experiences with other members as this continues to be challenging for many businesses.
- ✓ When applicable sanctions lists are released or updated, we contact our relevant suppliers for confirmation that they are not providing Currys with goods or parts that come from any entities named.
- ✓ All tier 1 suppliers are risk assessed and our own label and licenced brands are audited before being contracted and then throughout the trading relationship by both our inhouse and specialist independent auditors.
- ✓ Where possible we will work with a supplier to help them improve their working practices but if the concern can't be resolved we will cease to trade with the supplier.

# Risk Assessment.

**Recruitment providers:** We reviewed our recruitment provider contracts in the UK to be assured that no subcontracting was taking place. Temporary labour contracts already prohibited the use of subcontracting but as detailed in our 2020/21 Statement, we also contacted our recruitment providers to ask directly and to dig deeper. We issued these suppliers with our Standards for Responsible Sourcing and respecified our expectations. After discussions, one supplier of temporary labour was unable to provide satisfactory assurances and we chose not to renew our contract with them. Next year we will refresh this work to include any new recruitment providers that have come onboard and reinforce our requirements with existing providers. As mentioned above, in 2023/24 we conducted a similar exercise at our Nordic Distribution Centre and their recruitment providers.

**High working hours in China:** High working hours continues to be an area of risk for our supply chain. We have made ongoing efforts to improve our audit questioning to advance data sources and we have also contacted own label and licensed brand suppliers based in China to stress our concerns and focus on collaborating with them to reduce excessive working hours. We set suppliers targets for continuous improvement and review corrective action plans, re-auditing where needed. Since we started to engage with our suppliers on this topic, working hours and the maximum hours worked across all factories has been reduced by 20%, a 10% improvement on last year.

**Raw materials:** Given the complexity of our supply chain and the number of tiers between us and raw material suppliers, we previously collaborated in this space and help identify high risk materials where we need to focus efforts to get back to source. We continue these efforts through our membership of the RBA, making use of the Material Insights Platform (developed by the Responsible Minerals Initiative (RMI) & TDi Sustainability) to better understand the mineral risks associated with our industry. This year they shared component profiles for batteries and printed circuit boards, giving us greater insight into the supply chain stages, composition and ESG issues of these technologies.

Going forward we will look to share these learnings gained from the Material Insights Platform with our own label and licensed brand suppliers and develop our understanding of their sourcing practices for high-risk minerals.

Elkjøp's own brand kitchen line (Epoq) relies heavily on stone and wood. We understand the risk of human rights violations and labour rights in the timber industry and therefore request FSC-certified timber from our suppliers. We recognise however that certification schemes do not necessarily guarantee that adverse human rights impacts are not occurring and so we also collaborate with suppliers and factories on this issue. Moreover, certain types of stone produced in African countries and in India have also been linked to human rights violations. To mitigate risk, we do not source stone from these regions.

**Countries of higher risk:** As a multinational business with a global supply chain, working with suppliers in areas of risk, we keep abreast of emerging issues through collaboration with the RBA and other organisations as well as identifying countries, companies and individuals flagged by the Global Slavery Index and/or international sanctions. This allows us to take targeted supplier engagement actions to mitigate concerns. We recognise that human rights violations occur in specific countries and regions related to our supply chain (i.e. China, Turkey, and Taiwan) and work to share learnings and stay informed of the latest guidance with an aim to ensure our supply chain remains free from forced labour.

## Progress against 2023-2024 areas of focus:

2023-24 Area of Focus	Status	What steps we've taken this year
SFA Threat Assessment of our Nordic recruitment partners.	Amended	Completed recruitment review at our NDC in Sweden and of our third-party recruitment agency.
Determine how the Material Insights tool data, on risks associated with conflict minerals, can be utilised effectively.	Ongoing	Assessed risk of our own label and licensed brand factories in relation to conflict minerals with RBA and Material Insights tools. We have further work to do to determine the best ways to share this information with our suppliers.

## Our 2024/2025 key areas of focus include:

- ✓ SFA Threat Assessment of security and cleaning providers across UK&I our store network.
- ✓ Review of recruitment providers.
- ✓ Share learnings from the Material Insights Platform with our own label and licensed brand suppliers and develop understanding of their sourcing practices for high risk minerals.

# Expert Advice and Collaboration.

We recognise that the issue of modern slavery and human trafficking requires collaboration across private and public sector organisations, countries, and civil society. We welcome collaboration on the topic, learning from others as well as actively sharing our own experiences and best practice.

We believe collaboration is key to building and maintaining strong, long-term relationships with our suppliers. We have traded with 32% of our current own label and licensed brand suppliers for ten years or more (accounting for over 35% spend) and over 60% for five years or more (accounting for over 90% of spend), allowing us to mutually benefit from these partnerships. We welcome greater collaboration with our suppliers, and this is an area we continue to develop. As we collect better data and build trust and transparency on these topics, supplier concerns regarding risks of modern slavery can be shared and remediated immediately.



**Bright Future:** We are extremely proud to have been members of Bright Future Cooperative since their launch in 2020, working with them to provide tangible support to survivors of modern slavery. Bright Future Cooperative offers survivors an accessible path to safe and stable employment, reducing the risk of re-exploitation and enabling survivors to achieve sustainable independence. To date we have hosted placements for six survivors, with four finding permanent roles within our business. For each survivor we match to a role the relevant managers and people team members are given training to better understand the vulnerabilities survivors may have and are supported throughout the placement process. This year one candidate joined us on a permanent basis. We are thrilled to have worked with the survivor, the charity partner Causeway who supported in their recovery, and Bright Future to help tell their story. [Eric's Story](#)



**Responsible Business Alliance:** We became members of the RBA in 2022 joining a coalition of companies working to promote environmental and social sustainability in global supply chains. We make use of the RBA's supplier risk mapping tool, monitoring risks across all our licensed brand and own label factories and use their platform to access shared supplier assessments for both own label and licensed brand and our branded suppliers. We participate in regular meetings with the Responsible Minerals Initiative, Responsible Labour Initiative and the RBA Monthly Policy Webinar which cover topics including forced labour and working hours. Due to its specific focus on the electronics industry, the issues the RBA deals with align strongly with the risks faced in our supply chain.



**British Retail Consortium:** (CSR Community & Ethical Labour Working Group): We regularly take part in discussions on human rights concerns related to topics such as the treatment of migrant workers and ethnic minorities.



**Slave Free Alliance:** We became members of SFA back in 2018 and continue to benefit from their expertise on modern slavery and labour exploitation in the form of in-house investigations, crisis response, due diligence review and training. We have worked together on numerous projects including threat assessments of our operations, policy reviews and gap analyses, some of which are detailed in this statement.

“We are proud founding members of Bright Future Cooperative and fully support their work in creating accessible routes to safe and stable employment for all those who have been subjected to exploitation. Since the programme's launch in 2020, so much has been done to reduce the risk of re-exploitation and help people reach sustainable independence, but there's a long way to go.

We have seen its positive impacts at both an individual and company level and realise the importance of these partnerships in building a better future for all. At Currys, we've been so impressed by the hard work, dedication and innovation that colleagues who have come to us through the programme bring to the table.”

**Paula Coughlan**, Chief People, Communications & Sustainability Officer

# Monitoring and Impact.

Currently we have the following ways to monitor action and impact in place:

**Currys whistleblowing hotline:** This year none of the calls to our confidential hotline were made in relation to modern slavery.

**Distribution franchise whistleblowing hotline:** This year two calls made were flagged as relating to modern slavery, however upon further investigation no evidence was found to support the allegations and the cases were resolved.

**High-risk supplier workers' rights questionnaire responses:** As part of our onboarding process, our questionnaire is sent to suppliers deemed as having a higher risk of modern slavery; either due to the sector they work in, or the country where they operate. We review the list of business sectors annually and use the Global Slavery Index to identify countries most at risk. Responses must be received and followed up (if required) before onboarding can be completed and orders placed.

**Own label and licenced brand audits:** We audit suppliers prior to selection and then on an ongoing basis, with the frequency of audits set dependent on previous performance. Our audits are arranged in advance and include assessments for child labour and young workers, working hours, wages and deductions, overtime, working conditions, health and safety, freedom of movement and association, discrimination, and disciplinary practices.

- Non-conformities: We engage directly with own label and licenced brand suppliers on non-conformities, ensuring issues are resolved to our satisfaction. In all cases we request a corrective action plan and work closely with the supplier to ensure non-conformances are remedied within an agreed timeframe.
- Red Result/Corrective Action Plan (CAP): An audit gives a red result if a supplier fails to meet satisfactory levels in relation to social and ethical standards. After engaging with them on remedial action, if it is impossible for the supplier to improve their performance or we do not see positive results, they will not be approved or will be delisted.
- Working hours: Alongside the audits CAPs at individual factory level, we monitor trends in findings. We continue to engage with suppliers on the issue of working hours; auditing and then reviewing CAPs and stressing our focus in this area. We continue to drive sustainable reductions with the long-term aim of supporting suppliers to make meaningful change for their workforce.

This year a total of 68 ethical audits were performed on our own label and licenced brand suppliers. In total 5 of those factories failed to meet our standards and were issued a red audit result. All the 5 factories are based in China with 4 of those found to be in violation of the restrictions on number of working hours per week and one also failed to achieve the required health and safety score. In addition, one factory had no valid fire safety inspection certificate. The team in Hong Kong followed up on the non-conformities with each factory. Re-audits were carried out in early 2024 with all issues found to be corrected.



## Progress against 2023-2024 areas of focus:

2022-23 Area of Focus	Status	What steps we've taken this year
Continue monitoring suppliers through our risk-based approach to due diligence, looking for opportunities to enhance where practical and appropriate.	Ongoing	Enhanced our approach to supplier monitoring by making use of the EcoVadis IQ+ tool.

## Our 2024/2025 key areas of focus include:

- ✓ Continue monitoring suppliers through our risk-based approach to due diligence, looking for opportunities to enhance where practical and appropriate.

# Training and Awareness.

## Supplier Training

This year we shared our revised Standards for Responsible Sourcing with all of our suppliers. In the Standards we signpost suppliers to relevant online training offered by the RBA Learning Academy and EcoVadis Academy. These cover many ESG topics including working with young and migrant workers, working hours, recognising forced labour and human rights reporting.

While we have not conducted any specific training with suppliers this year, as we continue to expand the use of EcoVadis to get a better picture of our suppliers' maturity on a wide range of ESG issues, we will look to make use of the resources available in the EcoVadis Learning Academy.

## Colleague Training

Our strategy for modern slavery training involves raising awareness across our business operations, giving confidence to our colleagues to flag any concerns, whether these be at work or in their communities. We know modern slavery thrives when it is hidden, and so it is essential to empower colleagues to understand the issue so that they can recognise the signs and know how to report concerns.

We continue to deliver targeted training to colleagues that work in areas of our business where there is greater exposure to the risks of modern slavery. This year almost 90% of colleagues in commercial and procurement roles completed training to improve their awareness of modern slavery and broader issues surrounding responsible sourcing, to ensure this is considered in their purchasing decisions. The mandatory training module was issued to over 600 colleagues in the UK & Ireland and Nordics. We also developed an enhanced version of the training for our own label and licensed brand commercial and technical colleagues. The training highlights the additional risks associated with our Hong Kong sourcing operation as well as the benefits we gain as a result of the closer business relationship with the suppliers to this sourcing operation and the greater access we have to their factories. 100% of those assigned the training have completed the module.

This year we launched an updated version of our training for distribution colleagues. The training, which was completed by 600 colleagues, included an overview of the different types of modern slavery, key ways to spot the signs of exploitation, and actions to take if they have a concern including reference to the national helpline and our whistleblowing lines. In the coming year, following recommendations from the NDC review, we have committed to conducting an equivalent training for relevant colleagues in the Nordics. Moreover, in 2024/25 we will build on this work in collaboration with our logistics partner GXO to empower colleagues at our five shared sites to know their rights and raise awareness of our respective reporting channels to raise concerns.

## Progress against 2023-2024 areas of focus:

2023-24 Area of Focus	Status	What steps we've taken this year
Launch Greek language training module to commercial and procurement colleagues in Kotsovolos.	Not progressed	No longer required due to the sale of Kotsovolos.
Launch responsible sourcing training module for own label and licensed brand colleagues in the UK and Hong Kong.	Complete	Training assigned to colleagues in relevant roles and 100% completed.
Utilise the RBA Learning Academy to signpost suppliers to online training via our standards for responsible sourcing.	Complete	RBA resources referred to within our standards and shared with all suppliers.
Refresh distribution colleague training on recognising modern slavery.	Complete	600 colleagues in UK&I completed our 'spot the signs' training session.

## Our 2024/2025 key areas of focus include:

- ✓ Work with GXO to raise awareness of modern slavery amongst our respective colleagues at our five shared sites.
- ✓ Conduct modern slavery 'spot the signs' training for distribution colleagues in the Nordics.

# Key Future Steps for 2024/25.

- ✓ Review and republish our modern slavery, child labour remediation and conflict minerals policies.
- ✓ Continue inviting suppliers to join the EcoVadis platform based on risks ratings from IQ+.
- ✓ Share learnings from the Material Insights Platform with our own label and licensed brand suppliers and develop understanding of their sourcing practices for high risk minerals.
- ✓ SFA threat assessment of our security and cleaning providers across our store network.
- ✓ Conduct modern slavery 'spot the signs' training for distribution colleagues in the Nordics.

“We know that modern slavery often hides in plain sight, and the risk of it occurring within logistics, transportation and warehousing operations are particularly high. We are committed to making sure that all colleagues, wherever they work, know how to spot the signs of exploitation and report their concerns. That’s why I’m proud of how we’re helping our colleagues in our Currys operations to understand this topic, through learning and training, to prevent modern slavery from occurring in our business.”

**Lindsay Haselhurst**, Chief Operating Officer.

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