



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE MANAGING DIRECTOR

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Coopers of Stortford during the year ending 30 June 2018 to prevent modern slavery and human trafficking in its business and supply chains.

Modern slavery is a term used to encompass slavery, forced and compulsory labour and human trafficking and is an abhorrent abuse of human rights. It includes both adults and children being forced to work against their free will.

Coopers of Stortford is committed to ensuring a working environment that prohibits modern slavery and human trafficking both in our own organisation and that of our supply chain.

This statement sets out the steps Coopers of Stortford have taken to ensure that slavery and human trafficking is not taking place in any part of our business or our supply chain.

OUR BUSINESS

We are a growing retailer of Garden, Housewares, Cookshop, Homewares, Apparel, Leisure and Health products based in Bishop Stortford. Our Head Office and Warehouse are based in the UK.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Ethical Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls which endeavours to prevent human trafficking within our supply chain.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring a working environment that prohibits modern slavery and human trafficking, both in our organisation and our supply chain.

We expect all those in our supply chain and contractors to comply with our values.

Our supply base is complex and includes the sourcing of products globally, including China, Europe. We have developed a supplier approval process that reviews the controls undertaken by our suppliers, agents and factories and used this to reduce our supply base so that we are working with known good sources of supply.

We have included Modern Slavery and Human trafficking into our Ethical Policy and issued to our suppliers to sign up to. To this aim, our suppliers are required to comply with the Modern Slavery & Human Trafficking Act, United Nations Universal Declaration of Human Rights and Convention on Rights of the Child, the recommendations and conventions of the international Labour Organisation and The ETI Ethical codes of Conduct.

We endeavour to only work with suppliers and their factories that comply with this policy and have procedures to set corrective action as necessary, and require all staff to report any concerns without fear of retribution.

Date: 19/09/2018

We have assessed our supply base and reduced active suppliers to around 100. We found 95% of suppliers have either supplied independent ethical audit reports and/or have completed our Ethical & Modern Slavery questionnaire which meets our Ethical Policy. 5% of suppliers to be reviewed for possible exiting. This process is ongoing and we will continue to review this situation at least annually.

TRAINING/ INTERNAL AWARENESS:

We implemented a training process and presentation packs to members of staff of the risks of modern slavery and human trafficking, so that they are better advised when contacting external recruitment companies for temporary or permanent staff and when contacting suppliers. Copies of the training document will be displayed internally. All Directors have been briefed on the subject.

We conducted training sessions and provided Modern Slavery & Human Trafficking presentation packs to members of staff to share with their teams, so that they are better advised when contacting external recruitment companies for temporary or permanent staff, and when contacting suppliers. New Starter packs now include details of Modern Slavery & Human Trafficking so that new employees are aware of this legislation and their responsibilities.

REVIEW OF EFFECTIVENESS OF OUR POLICY:

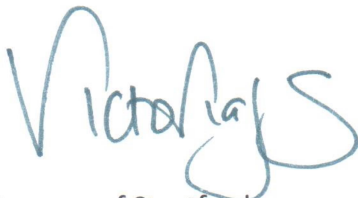
A process is in place to conduct an annual review of our Modern Slavery Statement and we will use the following performance indicators to measure how effective we have been to ensure slavery and human trafficking is not taking place in any part of our business:

- Review of supplier factory survey questionnaires on ethical and quality compliance.
- Review of our supplier score card and its use to work with approved suppliers.
- Level of communication and understanding of this policy by staff in contact with recruitment and use of 3rd party workers, whether on temporary or permanent basis.

The policy statement will be reviewed annually and published.

Date: 2nd January 2019

For and behalf of the Board of Directors



Coopers of Stortford