

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT - 2025

The Modern Slavery Act 2015 was introduced to encourage and require businesses to tackle issues of modern slavery and human trafficking within its supply chain.

This statement is published by The Enterprise Department Ltd, trading as Coopers of Stortford Ltd and has been developed in accordance with THE Modern Slavery Act ("MSA") 2015. It sets out the steps we have taken in the financial period of 2024-2025 to prevent modern slavery and human trafficking within our business and supply chain.

Modern Slavery continues to be a growing global and economic issue. We believe it is unacceptable within our business and our supply chain. That is why we are dedicated to championing human rights, so we can challenge, identify and address modern slavery.

We are confident from the steps we have taken that we have made progress to mitigate the risk of modern slavery within our business and supply chain. For us this is an ongoing process and we will remain committed to supporting the eradication of this criminality in our industry.

ABOUT COOPERS OF STORTFORD

1. ORGANISATION STRUCTURE AND SUPPLY CHAINS

Coopers of Stortford Limited is a subsidiary of the Damartex SA group of companies which is a multi-channel European business. The Damartex SA group predominantly develops and distributes quality clothing and accessories as well as home and lifestyle products for seniors.


We are a retailer of Garden, Housewares, Cookware, Homewares, Apparel, Leisure and Health products based in Bishop's Stortford. Our Head Office, primary contact centre and warehousing services are based in the UK.

THE DAMARTEX GROUP COVERS THREE SECTORS

Home & Lifestyle companies

COOPERS
OF STORTFORD **3PAGEN** **VITRINE**
magique

Fashion brands

DAMART 
XANDRES
BELGIUM

Healthcare:

santéol **MSANTÉ** **almadia**

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. Our own brand and third party branded products are sold in the UK through our catalogues, online shopping and by social media, through postal and telephone orders.

OUR SUPPLY BASE COMPRISES 3 CATEGORIES:

1. Internationally sourced products – home and furniture, cleaning and household, kitchen and dining, garden and outdoors, clothing and accessories, health and beauty, hobbies and leisure, gifts and toys, medical devices and assistive products.
2. UK based sourced products – the majority are UK importers and some agents who source products on our behalf.
3. UK Drop ship suppliers who provide products direct to customers.

2. POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

The company is committed to delivering best practice in human rights and employment rights. We also demonstrate a high respect for the environment and fully support the fight against corruption in every part of the business, including our supply chain, as part of our responsible purchasing approach.

In this context, and within the framework of our purchasing policy, we require that our product suppliers comply with our ethical and audit policy. An essential condition for our suppliers, without whom we could not enter into contracts.

Import suppliers are required to provide an ethical audit to either BSCI or ICS or SA8000 code of conduct, regarding the supply, manufacturing and transportation of raw materials and products on its own behalf and on behalf of its suppliers and subcontractors before orders are confirmed. UK suppliers are required to provide an ethical audit to either BSCI or ICS or SA8000 or Modern Slavery Statement before orders are confirmed.

By agreeing to work with us, the supplier acknowledges their social and environmental responsibilities and commits to complying with the principles set out according to the International Labour Organisation, the 10 principles of the United Nations Global Compact and national laws in the sustainable procurement charter including:

- Respect and protect Human Rights
- The prohibition of forced labour and slavery
- The prohibition of child labour
- Trafficking in human beings (Modern Slavery Act)
- No discrimination of employment or occupation.
- Freedom of collective bargaining
- Compliance with decent working conditions
- Respect for the environment and environmentally friendly products
- Anti-Corruption
- Health & Safety

Whistleblowing

The Damartex Group has a whistleblowing platform called “Transparency”. It is designed to offer colleagues, workers, contractors and third parties a confidential way to raise issues of concern. Transparency is there to help raise awareness and report any actions that appear detrimental to the ethics or integrity of a person or group.

Policies

The following policies continue to reflect our commitment to raising awareness of Modern Slavery within our business and supply chain. We recognise this is a journey and our policies will be reviewed annually to ensure that they reflect our culture and commitment from the business as we progress.

- Business Code of Conduct
- Public Interest Disclosure (Whistleblowing)
- Recruitment Policy
- Training for all of our employees.

3. DUE DILIGENCE PROCESSES

Coopers of Stortford Ltd 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 chain includes the sourcing of products globally. Our supplier approval and audit process review the controls undertaken by our suppliers, agents and factories and we use this to monitor and rationalise our supply base so that we are working with known, good sources of supply.

Modern Slavery and Human trafficking are included in 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 only to 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.

The wider Damartex SA group's ambition is to have 100% of the products placed on the market from ethically audited factories.

All import product suppliers have either supplied independent factory ethical audit reports to BSCI or ICS or SA8000 or SMETA ethical code of conduct and/or have completed our Ethical & Modern Slavery questionnaire which meets our Ethical Policy. All products are reviewed on a case-by-case basis to ensure that the source meets our ethical requirements.

Factories are audited by third party auditing companies including BSCI (amfori Business Social Compliance Initiative), ICS (Initiative for Compliance and Sustainability) and SA8000(Social Accountability and SMETA (SEDEX Members Ethical Trade Audit).

We continue to review our products and suppliers.

UK Suppliers are also required to comply with the above. Where an ethical audit is not available then an annual Modern Slavery Statement or completed Coopers Supplier Survey with Modern Slavery questionnaire must be provided.

We have assessed and continue to assess our supply base, and our active suppliers are around 300.

Currently we have ethical audits on 100% internationally newly sourced international product, 100% ethical audits or Modern Slavery Statement on continuity products and 100% ethical audit or modern slavery statement for UK locally sourced drop ship supplied products.

We have focused our due diligence on high-risk areas of our international product supply chain. In the financial year, 4 factories were independently audited by ICS on our behalf in 2023. Further 10-15 independent ICS audits across Coopers and 3Pagen businesses are planned for 2024-2025 financial year. These visits provide assurance of compliance to our ethical policy and initial CSR review.

Factories are assessed on the following criteria:

1. Ethical Management system, transparency, and traceability
2. Minimum age, child labour and young workers
3. Forced or slave labour
4. Discrimination
5. Disciplinary practices, harassment, and abuse
6. Freedom of association and grievance mechanisms
7. Working hours and overtime
8. Remuneration and benefits to local minimum requirements
9. Health and safety

4. RECRUITMENT

Awareness of Modern Slavery and training is part of our onboarding process during employees induction. All Recruitment Agencies are required to provide a Modern Slavery Statement. These are on file and chased annually.

5. TRAINING ON MODERN SLAVERY AND TRAFFICKING

A comprehensive document explaining our processes is provided to all employees annually, accompanied by a DocuSign tracker to ensure it has been read and understood,

6. WAREHOUSE

Our contracted warehouse provides a Modern Slavery Statement annually. This remains on file and is requested annually.

7. CONTRACTORS

All contractors are required to provide a Modern Slavery Statement or sign a Modern Slavery Questionnaire on an annual basis. These are audited for completeness and held on file.

8. 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 audit grades.
- Level of communication and understanding of this policy by staff, recruitment agencies, contract warehouse staff and use of contractors or third-party workers, whether on temporary or permanent basis.

The policy statement will be reviewed annually and published.

For and behalf of the Board of Directors:

Signed: _____

Date: _____


19/08/2025