

COOPERS OF STORTFORD

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT - 2022

This statement has been published by The Enterprise Department Ltd, trading as Coopers of Stortford, has been developed in accordance with the Modern Slavery Act (“MSA”) 2015 and 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.

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.

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.

ABOUT COOPERS OF STORTFORD:

We are a retailer of Garden, Housewares, Cookshop, Homewares, Apparel, Leisure and Health products based in Bishop’s Stortford. Our Head Office and warehousing services 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 chain includes the sourcing of products globally. Our supplier approval process reviews 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 is 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 to work only with suppliers and their factories that comply with this policy and have procedures to set corrective action as necessary, requiring all staff to report any concerns without fear of retribution.

We have assessed and continue to assess our supply base and our active suppliers are around 378.

Factories are audited by a third party auditing company, according to the Damart Group policy and Coopers supplier approval policy by either BSCI, Initiative for Compliance and Sustainability (“ICS”) or SA8000 standards. Factories are assessed on the following criteria:

1. Management system, transparency and traceability
2. Minimum age, child labour and young workers
3. Forced 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
9. Health and safety

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.

98% of our new product suppliers have either supplied independent factory ethical audit reports and/or have completed our Ethical & Modern Slavery questionnaire which meets our Ethical Policy. This process is ongoing and we will continue to review this situation every six months.

RECRUITMENT:

When recruiting, we adhere to UK legislation to check “Eligibility to work in the UK”. We also recognise we have an obligation to review the recruitment and working practices of our labour providers.

TRAINING/ INTERNAL AWARENESS:

We are committed to providing ongoing training and awareness sessions relating to Modern Slavery & Human Trafficking to ensure that all managers, colleagues and new starters are aware of this legislation and their responsibilities.

We are confident of the steps we have taken since the introduction of the legislation, and 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 remain committed to supporting the eradication of this crime in our industry.

Coopers of Stortford 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 for seniors as well as home and lifestyle products.

THE DAMARTEX GROUP COVERS THREE SECTORS

Home & Lifestyle companies

COOPERS
OF STORTFORD

3 PAGEN

vitrine
magique

Fashion brands

DAMART *Afibel*


X A N D R E S
B E L G I U M

Healthcare:

SEDAGYL

santéol

MSANTÉ

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 ongoing.
- Review of our supplier audit grades
- 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: 

For and behalf of the Board of Directors