

## Modern Slavery

### Statement

#### **Introduction from the CEO**

Dewhirst Group is strictly committed towards following the Modern Slavery Act 2015 and does not support, or condone any sort of slavery practice. We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

#### **Dewhirst Group Structure & Supply Chain**

The Dewhirst story dates back to the nineteenth century and was founded by Isaac Dewhirst who was a leader in innovation. Isaac Dewhirst quickly became a preferential and significant supplier for the Marks and Spencer chain, but always retained the independence of his own business. Today Dewhirst honours our history with a commitment to creative and technical advancement, coupled with competitive quality and value. We have established Manufacturing, Laundry and Sourcing offices in Bangladesh, Cambodia, Indonesia, China, and Sri Lanka with manpower over 15000 internationally.

#### **Our Policies on Slavery & Human Trafficking**

Dewhirst Group ensures zero tolerance of modern slavery or human trafficking in our supply chains or any part of our business throughout the world.

All the employees of Dewhirst Group are expected to maintain and work within the company rules and regulations as well as the laws and regulations of the countries where it does business. The company pursues the highest standards of ethical behavior in dealing with its employees, customers, suppliers, contractors, business partners, and or any other stakeholders.

The suppliers to Dewhirst are required to lawfully agree to the terms and conditions of the Sourcing Policy of Dewhirst Group. The sourcing policy contains Ethical code of conduct and other requirements and conditions such as whereby factories producing the goods must ensure that employment is freely chosen, child labour is prohibited, do not practice coercive, abusive and exploitative behavior and no harsh or inhuman treatment will be adopted.

#### **Due Diligence Process**

We have established standard policies and procedures to avoid any kind of modern day slavery practices. To uphold these standard policies and procedures we have a qualified management team. However, to ensure effectiveness of our management system we have a monitoring system of announced, unannounced, internal, second and third party auditing through our

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supply chain. The identified potential risks are placed to a remediation plan to address them best.

## **Training**

The policy is communicated with all employees within Dewhirst through Training & Awareness. It is also communicated to all suppliers, contractors, business partners or any stakeholders about zero tolerance approach to Anti-Slavery policy.

## **KPIs/Effectiveness**

Managing Director/ The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

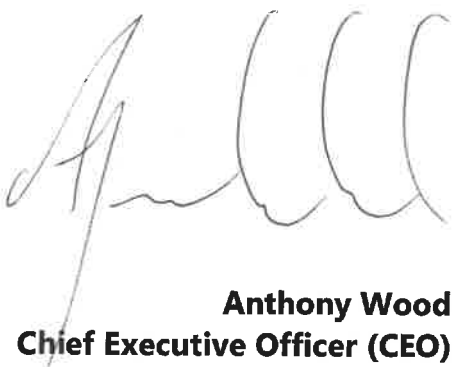
All senior management have the primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of anti-slavery in supply chains.

## **Breaches of the Policy**

Any employee who breaches this policy will face disciplinary action.

The relationship may terminate with other individuals and organizations working on our behalf if they breach this policy.



**Anthony Wood**  
**Chief Executive Officer (CEO)**  
**3rd December 2018**