

ScS – Statement on the Modern Slavery Act- Updated February 2021

Our commitment

We have a zero tolerance policy to slavery, servitude, forced labour and human trafficking, whether within our own business or within our wider supply chain, here in the UK and overseas. Our company has clear policies and procedures in line with best industry practice and are underpinned by our values and principles. These demonstrate our continual commitment to do what we can to eradicate modern slavery.

Our governance

Modern slavery is a consideration for the whole company. Our approach to modern day slavery is overseen by Audit, Risk and Compliance as part of our governance strategy.

Our supply chain

Throughout the year we have continued to benefit from close, well established and stable trading relationships with 1st tier suppliers in both our furniture and flooring product offering. We also sell dining and occasional furniture which we source from a small number of well-established and highly regarded wholesalers.

Risk Assessment

As an organisation, we recognise there is a risk of modern slavery in any area of our business. Around half of our goods are manufactured in the UK and around half in the Far-East, a small portion are manufactured in Europe.

The company risk assesses our supply chain by:

- Assessing the risk profile of individual countries based on the Global Slavery Index together with the inherent profile risk associated with the manufacturing of the goods in that territory; and
- Analysing the insights and expertise of specialist third parties such as SEDEX and associated audits.

The company maintains, stable and long standing working relationships with our suppliers. The manufacturing of all goods in the Far-East are completed in modern purpose built factories. Given the size and nature of the goods, the level of risk to modern slavery is considerably lower when compared to other types of manufacturing activities in the region, for example fashion retailing.

Due diligence

Working with our Suppliers

We have terms of business in place with our suppliers. We have long standing relationships with the majority of our suppliers, with whom we share the same commitment to ensuring that modern slavery does not exist within the supply chain. Our Commercial Director regularly visits our major suppliers.

Whistleblowing

We have a whistleblowing policy which allows the reporting of any wrongdoing and extends to human rights violations such as modern slavery. Any reporting will be fully investigated and appropriate remedial actions taken.

Ongoing Action

As part of our terms of business with suppliers they must demonstrate they are using ethical manufacturing processes to ensure alignment to local laws, standards set out by the International Labour Organisation and our internal policies and standards, which include:

- Clear obligations to comply and implement controls to prevent modern slavery.
- Ensuring all employment shall be voluntary.
- Provision of an employment contract confirming the employee's right to leave work and the ability to terminate employment upon expiry of reasonable notice.

Next Steps

Over the next 12 months we will:

- Continue to review our current SEDEX membership platform and consider additional reporting and monitoring measures
- Review modern slavery assessments within our supply chain to increase oversight and detect risk of modern slavery and where necessary, review the scope of audits to higher risk suppliers.
- Continue training with our teams to raise awareness of the risk of slavery.
- Launch a supplier handbook, which will outline our expectations from them in terms of being ethical and responsible.
- Continue to monitor developments in best practice.

Assessment of Effectiveness

The company recognises that our commitment to tackling modern slavery is a continual journey and we will continue to assess the effectiveness of our approach through our already established risk framework. We will continue to improve communication on this topic with our supply chain as by working together, not only with our suppliers but also with other companies, we will be far more effective in meeting our common goal of eradicating modern slavery.

 David Knight, CEO