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 2016 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 to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING
We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or within any part of our operations. 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. With this in mind we are developing a supplier approval process that will review the controls undertaken by our suppliers, agents and factories.

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.
We have gathered more information on our supply base to better understand their strengths and weaknesses and implemented a score card system to identify and work with those suppliers who are willing to comply with this Modern Slavery and human trafficking policy and aim to review this at least annually.

TRAINING/ INTERNAL AWARENESS:
We have implemented a training process and presentation packs to train all 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.

REVIEW OF EFFECTIVENESS OF OUR POLICY:
A process is in place to conduct an annual review on our Modern Slavery Statement and 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: 5-10-16

For and behalf of the Board of Directors

Tracey Rees
Coopers of Stortford