



Modern Slavery Policy

This document outlines Thomas Ridley's Modern Slavery Policy and covers the financial year to 29 December 2018.

Introduction

Modern Slavery is a term used to cover the offences defined in the Modern Slavery Act, which are summarised as

- Slavery
- Servitude
- Forced or compulsory labour
- Human trafficking

Thomas Ridley Commitment

Thomas Ridley is firmly against any form of Modern Slavery and will endeavour to ensure that none of its products are supplied by companies involved in any form of Modern Slavery.

Compliance

There are a number of procedures which are already in place which help us to comply with the Modern Slavery Act:-

1. All companies are assessed before they can start to supply goods.
2. Most companies are members or have accreditation from either, SALSA (Safe and Local Suppliers Approval), or BRC (British Retail Consortium), which means that they have to go through a rigorous audit to become accredited. It is our preference that suppliers have this accreditation.
3. In exceptional circumstances and on rare occasions a company who is not a member of SALSA or BRC may become a supplier, but only after an audit which has a 21 point questionnaire, has been completed and the Buying Director is satisfied that they meet our criteria.
4. For existing companies if any concerns are raised which are validated then the supplier contract will be terminated.
5. From time to time a company maybe audited by our Buying Department.
6. For our own people checks are carried out to ensure that they have the right to work in the UK and supporting documentation has to be supplied by them personally.

Reporting Instances of Modern Slavery

Any concerns regarding instances of Modern Slavery should be reported to the Buying Director.

This policy has been approved by the Executive Board and the Managing Director

Justin Godfrey BA(Hons) ACMA CGMA
Managing Director