

**TIMPSON GROUP
MODERN SLAVERY
AND
HUMAN TRAFFICKING STATEMENT**

Introduction

Timpson Group is strongly opposed to slavery and human trafficking. This statement provides some background to our organisation and our supply chains and sets out the steps we have taken to ensure that slavery and human trafficking are not taking place in our business or supply chains during the financial year ended 30th September 2018.

1. Our Business and Structure

Timpson is the UK's leading retail service provider employing some 5,800 colleagues with 2,076 owned Timpson, Max Spielmann and Johnson Cleaners stores and 114 Snappy Snaps franchises throughout the UK and Ireland. Timpson has been established since 1865 and is family owned and run by John Timpson as Chairman and James Timpson as Chief Executive.

The Group continues to expand by opening new stores, growing its dry cleaning, photo and locksmiths business and expanding its services such as mobile phone and tablet repairs. The products we sell are sourced from a broad range of suppliers – both national and international, primarily China.

2. Our Policies on Slavery and Human Trafficking

We operate a number of policies and procedures which reflect our commitment to acting appropriately in all our business relationships and to implementing and enforcing effective systems and controls. They apply to all our employed colleagues, directors, suppliers, contractors and anyone engaged on a temporary basis.

Group-wide risk assessments are carried out to highlight any areas where we may be vulnerable to the risk of modern slavery and human trafficking and, where necessary, we amend and strengthen our process in the areas highlighted. Our review of our Supplier due diligence is necessarily ongoing, as is our review of our supplier trading terms and our Ethical Trading Policy in relation to the Modern Slavery Act.

2.1 Our Colleagues

At Timpson, colleagues are the heart and soul of our company and everyone is considered to be part of the Timpson family; we therefore take great care in recruiting into and in operating our business and in selecting our business partners and suppliers.

Our recruitment and advancement of colleagues is carried out in such a way as to ensure candidates are treated fairly and without discrimination. We are proud of our recruitment from disadvantaged sections of society, in particular those with a criminal record.

Everyone in Timpson Group has a personal responsibility for maintaining an inclusive and respectful work environment, and for ensuring that our dealings with each other is at all times with the utmost dignity and professionalism. We have policies and systems in place to encourage the reporting of concerns and the protection of whistleblowers.

3. Supply Chain Due Diligence

We are committed and focused on ensuring that we purchase goods only from legitimate companies that meet our high standards and meet all appropriate legislation associated with modern slavery or human trafficking. We have reviewed our supply chain to assess both the human trafficking and modern slavery risk. Our Buying team is fully aware of the particular role it plays in our collective responsibility for the prevention, detection and reporting of modern slavery in any part of our business or supply chain.

We undertake ethical audits and a full Company profile including hours of work, labour practices, working conditions, onsite accommodation, health & safety, environment, supply chain management, and wages. We also make it clear that their own suppliers have the same exacting standards. As a result of these reviews, our Suppliers Manual which includes a Code of Conduct requiring suppliers to comply with the Modern Slavery Act, prohibits the use of forced, compulsory or trafficked labour or for anyone to be held in slavery or servitude.

4. Combating Modern Slavery and Human Trafficking

We rely upon jargon free communication and personal contact within our supply chain to ensure compliance and that slavery and human trafficking is not taking place in any part of our business or supply chain. This direct approach is supplemented by our internal audits which we use, together with labour monitoring. Whilst none of our auditing to-date has highlighted any particular cause for concern, we recognise the challenges in assessing our international suppliers where they might not explicitly consider modern slavery in their policies and processes where it is not a legal requirement for them to do so. However, we continue to insist on best practice to mitigate the risk of slavery and human trafficking where appropriate and will continue to monitor in this respect.

5. Training

All our colleagues are provided with guidance and support, through induction and training, on understanding our policies and on the risk our business faces from Modern Slavery and Human Trafficking. Regular refresher courses are compulsory for our Buying team; anyone involved in the purchasing function and to all other colleagues as required.

In addition to the above, we provide our Managers with leadership training and they are supported by our Colleague Support team on matters related to recruitment, pay and colleague wellbeing.

Our Buying team routinely seek out information and training to help identify, report and address modern slavery and human trafficking risks in our supply chain.

This modern slavery and human trafficking statement is made on behalf of Timpson Group pursuant to section 54(1) Modern Slavery Act 2015, for the financial year ending 30th September 2018.



Paresh Majithia
Finance Director