

## **MODERN SLAVERY**

This statement has been prepared in accordance with section 54 of the Modern Slavery Act 2015.

The Timpson Group of companies prohibits slavery, forced labour and human trafficking of any kind in relation to our business and our supply chains, whether within the UK or overseas. We support the promotion of ethical business practices and policies to protect workers from any kind of abuse or exploitation in relation to our group business and supply chains and take steps to ensure that slavery, forced labour and human trafficking does not take place within our business operations.

The Timpson Group is the UK's leading service retailer, employing over 4,000 colleagues with over 2,000 shops around the UK and Ireland. Our business is still wholly family owned and operated by Sir John Timpson CBE as our Chairman and Paresh Majithia as our Finance Director and Acting Managing Director.

Our colleagues are the heart and soul of our group and everyone is considered to be part of the Timpson family. We care for all of our colleagues and go to great lengths to ensure that each and every one of them is treated with kindness and respect. We are an equal opportunities employer with a very straight forward recruitment policy – we only recruit people with great personalities.

The products we sell are sourced from a broad range of national and international suppliers. Most of the goods that we source from overseas come from China.

We are committed to our corporate social responsibilities at a local, national and international level. Therefore we take a great deal of care when selecting our business partners and suppliers.

All of our suppliers must sign our supplier terms and conditions which stipulate that they must adhere to the legislation within the Modern Slavery Act 2015.

Our buying team are fully aware of their responsibility to only procure products and/or services from suppliers that we would be proud to do business with and that meet or exceed our own standard for workplace practices. We personally visit a number of our suppliers on an annual basis and recently we commenced a programme of random ethical audits via a recognised third party provider, and our payroll team regularly check colleague details to identify potential victims of modern slavery.

Following best practice we have also engaged external support to train our senior management on identifying specific areas of risk within our supply chain and specific colleague vulnerabilities.

If at any point and for any reason we suspect a supplier is failing to comply with our supplier terms and conditions or is in any way involved in trafficking, slavery or any other workplace practices not fitting with the culture of our business, we reserve the right to suspend or terminate our working relationship without notice.

We are committed to continuing to improve workplace practices and mitigating the risk of modern slavery within our business and our supply chain.



**Paresh Majithia**

**Finance Director**