



# SLAVERY & HUMAN TRAFFICKING POLICY



We take steps to ensure slavery and human trafficking is not taking place in our supply chain or in any part of our business:

## STRUCTURE:

- ◆ HeathBrook Limited is a supplier and distributor of workwear, corporate uniforms and personal protection equipment mainly sourced from distributors based in the UK, but includes also a small proportion which is sourced direct from India and Europe.

## POLICY STATEMENT:

- ◆ In accordance with the Modern Slavery Act 2015, HeathBrook is committed to ensuring that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

## WEBSITE:

- ◆ Any website published by HeathBrook Limited or our suppliers must contain a reference to our/their slavery and human trafficking statement and include a link to this on the website's homepage.

## TRAINING:

- ◆ Training about slavery and human trafficking must be available to all our staff and also provided by our suppliers to their staff.

## CONSEQUENCES:

- ◆ Consequences of suppliers not conforming to our anti-slavery policy. We will terminate ordering from these suppliers until they can prove that they conform to the anti-slavery policy HeathBrook Limited requires.

## DUE DILIGENCE:

- ◆ HeathBrook is committed to monitoring our supply chain to ensure that no slavery or human trafficking is involved in any part of our supply chain or in our own business.

1. Our business and our supply chain must be transparent and will be assessed for the risk of slavery and human trafficking by asking for a declaration where we/they are sourcing our/their products from.
2. If this includes some countries where there is a risk of slavery or human trafficking, the supplier will be called on to state how they are managing that risk specifically.
3. This will be done by having/obtaining a written undertaking from all high risk suppliers, which states:
  - a. What countries are they/we sourcing their/our products from?
  - b. Is there a risk of slavery or human trafficking involved in their or our supply chain?
  - c. How they are managing the risk?
  - d. What steps they/we have taken during the current year (if any) to assess and manage that risk?
  - e. What due diligence processes are in place to ensure slavery and human trafficking is not involved?
4. This statement that all aspects of the Modern Slavery Act 2015 is being complied with must be approved and signed by an officer of the board or senior partner of the business (both our suppliers and ours).
5. This undertaking is to be monitored, followed up and updated from time to time but at least annually for high risk suppliers.