

Modern Slavery Policy Statement

Statement

This Modern Slavery Policy sets out the minimum behaviour that Solent Blind & Curtain Company expects from our employees and supply chain. This policy deals with the specific issues associated with modern slavery and human trafficking.

Modern slavery is a crime and a violation of an individual's fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of person's liberty by another in order to exploit them for personal or commercial gain. We have a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within the business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act 2015.

Who does this policy apply to?

This policy applies to all full and part-time employees. It also applies to contractors and other third parties acting on our behalf in any capacity.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the policy

Management have overall responsibility for ensuring this policy complies with our legal and ethical obligations.

Management have primary day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it and engaging internal audit resource to audit internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Compliance with this policy

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of us all.

You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You are expected to report as soon as possible:

- Whether you know or suspect any instance of modern slavery is occurring in any part of our business or supply chain
- Whether you know or suspect a breach of this policy is/has occurred to Management

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within our business or supply chain constitutes any of the various forms of modern slavery, raise it with Management.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

Communication and awareness of this Policy

Regular training on this policy and on the risks our business faces from modern slavery in its supply chains will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers and contractors at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this Policy

Non-compliance with this policy by employees may result in disciplinary action up to and including summary dismissal, and by contractors or other third parties working on our behalf, in termination of contract.

How to raise a concern

If you have a concern or suspect a violation of this policy we want you to speak up immediately. Speaking up can be a difficult thing to do, so be reassured that all information received will be treated seriously and investigated appropriately. If you act in good faith, believing your information is accurate, we will protect you even if you are mistaken. Some concerns can be addressed by speaking to the person whose conduct is the cause for concern. We understand that this is not always possible so we suggest that you speak to Management.

This policy will be communicated to all persons working for and on behalf on Solent Blind and Curtain Company.

This policy will be reviewed annually but the Company will continually endeavour to improve our practices.

Signed:



Position: Company Secretary

Date:

This revision dated: February 2017

Last revision dated: June 2016