

## Modern Slavery Statement

### Introduction

We are a UK family-owned group of businesses that inspires to be market leaders in its product that we supply, with trading divisions in Clothing - Swimwear, Nightwear and Interiors. We pride ourselves in being passionate and trend driven for the high-street fashion. Our dedicated UK-based team designs, manufactures, and distributes fashion-related products to the retail market. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This commitment forms part of wider commitment to act ethically and with integrity in all our business dealings and relationships and we will continue to implement and enforce effective controls and procedures to ensure that such behaviours do not occur in our business or that of our supply chain.

### Organisational structure

The organisation is controlled by a board of directors with offices based in Bradford, the main activity carried out by Haddow Group is the designing, manufacturing, and importing Swimwear, Nightwear, Beauty, and Interior products throughout the year.

Labour supplied to Haddow Group is in the implementation of its operations carried out in the locations mentioned above.

### Commitment

Haddow Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the section 54(1) of the Modern Slavery Act 2015. We understand that this requires an ongoing review of both its internal practices in relation to its labour force and supply chains.

We do not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Haddow Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We strictly adhere to

the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

## **Supply chains**

We have a global network of suppliers from whom we source our production with a majority are based in China, India, and Bangladesh. Haddow Group oversees quality control on a global basis by working with our suppliers to improve quality control measures currently in place to ensure a robust quality control programme.

## **Our Diligence Processes**

Haddow Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our organisation or supply chains, including conducting a review of the controls of its suppliers.

We have not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Scouts has taken the following steps to ensure that modern slavery is not taking place:

- Implementing our onboarding system through audits and our diligence process
- Continuing to review our auditing process with corrective action plans with all our key suppliers to address the risk to modern slavery.
- Continuing to train our employees and encouraging to conduct training within their organisations upon potential instances of slavery.

Haddow Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Implementing an on-boarding system and on-going auditing process
- All new and current supplier are required to have and up to date social and ethical compliance audit on file prior to any purchase order being raised. Any attempt to raise a purchase order without and audit report on file is automatically blocked.
- Our ethical and social compliance is fully implemented and on-going with suppliers submitting corrective action plans and SMETA reports for approval to our compliance officer.
- Training our employees and encouraging our suppliers to conduct training.

- All employees at Ickle bubba have been issued with the social compliance policy that we send out to our suppliers on an annual basis. We encourage our suppliers to complete regular training within their own organisations.

We have a fair but firm approach to ensure that our key values, standards, and expectations are met within a timely manner.

### **Continued Monitoring**

Our Technical team here at Haddow Group are in regular contact with our suppliers to guide and assist them through any improvements need as part of their corrective action plans. All Audits received are reviewed by trained members of the technical team to assess whether results meet the standards we expect.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Date of approval:** 6<sup>th</sup> September 2022



**Signed:**

**Print name:** TRISTAN HADDOW

**Job Title:** CHIEF EXECUTIVE

**Date:** 5<sup>th</sup> September 2022