

This statement is made on behalf of the board of Azzurri Group with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply Chain. The Act makes provisions about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims. In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in the global supply chain.

We recognise that we are at the start of a journey to ensure Modern Slavery is eliminated from our supply chain. As part of our commitment to combating modern slavery, we have implemented the following within our organisation:

We have written a Code of Practice for our Suppliers and compliance with this will become a condition of supply and will be distributed to all levels of our supply chain.

The standards within the code are that all legal requirements to protect workers from poor treatment and exploitation must be met by the supplier. They cover the following issues relevant to the Modern Slavery Act:

- Employment is freely chosen
- Freedom of Association is respected
- Working Conditions are safe and hygienic
- Child labour is not used
- Living Wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is permitted

The Code of Practice will be cascaded through our supply chain initially through our primary suppliers. As part of the companies due diligence process into slavery and human trafficking the supplier process will incorporate a review of the controls undertaken by the supplier, to comply with our Code of Practice.

In order to develop our due diligence system we have commenced the process of mapping our entire supply chain.

Once the supply chain map is established a monitoring process will be designed and implemented.

The Board of Azzurri Group has considered the issue of Modern Slavery at a Board meeting on 9<sup>th</sup> June 2016 issued policy statements and guidance for employees.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Azzurri Groups slavery and human trafficking statement for the financial year commencing 08/07/2020 and ending 08/07/2021

Date 08/07/2020



Steve Holmes  
CEO