

Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The Branded Merchandise Company's slavery and human trafficking statement for the financial year ending 31 December 2023

Introduction

This statement sets out the actions and commitments of The Branded Merchandise Company's ("the Company") to understand all potential modern slavery risks related to its business and to put in place steps to ensure that there is no slavery or human trafficking in its business or supply chains.

The Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking and is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Policies and practices on Slavery and Human Trafficking

The Company is committed to acting with integrity in all of its business dealings and to implementing effective systems and controls to ensure the highest standards of honesty and integrity are maintained.

It has policies in place that support its values and expectations.

- **Whistleblowing policy**

The Company encourages all its workers, customers and other business partners to report any concerns relating to its direct activities or those of its supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

- **Employee code of conduct**

The Company's code makes clear to employees the actions and behaviour expected of them when representing the Company. The Company strives to maintain the highest standards of employee conduct and ethical behaviour at all times and in managing its supply chain.

Employees

All new employees are subject to full pre-employment checks to confirm their identity and right to work in the UK. All employees are paid above the National Living Wage and are provided with all statutory rights and benefits in line with the Company's legal obligations.

The Company requires and expects all employees working within supply chain management and relevant roles to undertake training on how to assess the risk of slavery and human trafficking, how to identify the signs of slavery and human trafficking and what steps should be taken if any such activity is suspected.

Supply Chains / Supplier code of conduct

The Company aims to purchase goods and services which are produced and delivered in circumstances which do not involve exploitation or abuse of any persons or the environment. The Company expects its suppliers to support and demonstrate its values and this includes standards across a broad spectrum of working conditions including fair pay, working hours, no child labour, non-discrimination and satisfactory health, safety and wellbeing.

Where possible the Company expects all suppliers to have suitable anti-slavery and human trafficking policies within their businesses and to communicate those policies to their suppliers.

The Company is committed to ensuring that its suppliers adhere to the highest standards of ethics. Serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship.

Due diligence

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

Board approval

This statement has been approved by the Company's board of directors and is signed on behalf of the Board by:

A handwritten signature in black ink, appearing to read 'N. Hyams', written in a cursive style.

Natalie Hyams
Managing Director