



Anti-Slavery and Trafficking Supply Chain Policy Statement

We have a zero tolerance stance to slavery and human trafficking. Designsbyhb are committed to improving our practices to combat slavery and human trafficking. 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. Our commitment is to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide awareness training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

The majority of the suppliers to Designsbyhb are with manufacturers. They are predominantly based in the UK and Europe, with only a very small percentage based outside these territories. Many of these manufacturers we have worked with for over 20 years in the private healthcare sector. However, before we contract a manufacturer we apply due diligence on the proposed manufacturer. Such due diligence includes site visits in order to gain an understanding of the conditions in which the products are manufactured. All manufacturers are routinely inspected by the principles of DesignsbyHB.

Supplier outside UK and Europe

This statement on our manufacturer outside the UK and Europe has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by our supplier during 2019 to prevent modern slavery and human trafficking in its business and supply chains.

We have for many years traded with this company, one of the oldest textile companies in England. They have been supplying fabrics and finished products into all areas of the textile wholesale and retail markets for close to 200 years. They are a sixth-generation family-owned business, managed by the descendants who established the company in 1834.

Their Ethical Purchasing Policy (EPP) sets out the commitment to worker rights and expectations of suppliers. It is based on the Ethical Trading Initiative (ETI) Base Code. Clause 1 of the code states that employment must be freely chosen, with no forced, bonded or involuntary labour. It is applicable to all suppliers of goods and services. Suppliers trading with the partnership of Designsbyhb and our agent in these territories are expected to be compliant in meeting their contractual requirements and all relevant policies. This includes the EPP. In applying the policy, suppliers must also comply with all relevant national and other applicable laws.



Training

We regularly update conduct for our procurement/buying team (Oliver Bird & Hazel Bird) so that we understand the signs of modern slavery, and what to do if we suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain - if for example no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.