



Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Addis Housewares Ltd have taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. Addis Housewares Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Addis Housewares Ltd are manufacturers and suppliers of household articles.

Our high-risk areas

The high-risk areas of our supply chain are international companies; we currently audit all companies to ensure their adherence to ethical and anti-slavery supply chain requirements.

Our policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy: This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy: We operate a whistleblowing policy so that all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct: This code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Addis Housewares Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that the organisation has never been convicted of offenses relating to modern slavery, and on-site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers, and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.



2. They hold their own suppliers to account over modern slavery.
3. (For UK-based suppliers) They pay their employees at least the national minimum wage/national living wage.
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
5. We may terminate the contract at any time should any instances of modern slavery become known.

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect it is taking place within our supply chain.

Our performance indicators


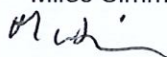

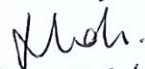
We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on 03/10/24 and is reviewed annually. If any changes to policy are needed, the policy will be amended, reissued to employees via notice boards, and sent to suppliers electronically.

This Modern Slavery Statement will be displayed and communicated within Addis and is freely available on request to Clients, Suppliers or any Interested Party, group, or organization.

Managing Director Martyn Lee-Smith  Date: 6/10/24	Sales Director Miles Simmons  Date: 9/10/24	Finance Director Richard Tucker  Date: 7.10.24
Product Director Lewis Major  Date: 07/10/24		