



A SCHOCK GROUP COMPANY

The 1810 Company Modern Slavery Statement

Introduction

This statement is issued in accordance with Section 54 (1) Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 July 2022.

This Statement addresses The 1810 Company Limited's actions to understand all potential modern slavery risks related to our business and to outline our goals to prevent slavery or human trafficking within our business or supply chains.

We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

The 1810 Company Limited has business operations in the United Kingdom.

We operate in the Kitchen Fixtures sector. We work with factories around the world who manufacture our products to comply with our strict standards.

For more information about The 1810 Company Limited, please visit our website:

<https://www.the1810company.co.uk/about-us-2/>

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- **Recruitment and selection policy** - All potential employees must be able to provide proof that they are above the legal age requirement for the role and have a valid national insurance number or the correct working visa.
- **Supplier code of conduct** – We require all factories involved in our supply chain to complete a questionnaire regarding their social responsibility to their employees and what is expected from them to assist in prevention of slavery and human trafficking. We also request that they adhere to 'The United Nations convention on the rights of a child'.
- **Staff code of conduct** – All employees are required to comply with the Modern Slavery Act 2015 and are encouraged to express any concerns they may have regarding any breaches of this with in our internal business or external supply chain.

We make sure all of our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our continuing efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits
- Checking certain suppliers with external third parties for any slavery or human trafficking risks.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and compliance

The company has evaluated the nature of its exposure to the risk of slavery and human trafficking occurring in its supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Creating an annual risk profile for key suppliers.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We consider that we operate in a high-risk environment because of the location of parts of our supply chain.

We do not tolerate slavery and human trafficking in our supply chains in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require the supplier to remedy any non-compliance immediately.

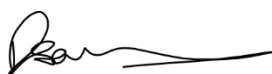
Effectiveness

The company uses Key Performance Indicators (KPI's) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business or supply chains.

These KPI's are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will carry out non scheduled audits of suppliers.

The statement was approved by the board of directors.



David Salisbury – General Manager