Anti-Slavery and Human Trafficking Statement

Introduction from the CEO

Slavery and Human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in our wider supply chain. We encourage staff to report concerns and work with our vendors to ensure they carry out the necessary checks.

Organisational structure and business.

Brand Addition Ltd, has a leading position in the market of providing creative, cost effective branded products to some of the world’s most well-known brands. We are part of the Pebble Group and The Pebble Group Limited is our ultimate parent company. Our target audience is international businesses who are seeking to control and consolidate their supply chain in line with their corporate values. Our annual turnover is in excess of £90M.

We have over 30 years’ experience and from our operations in Manchester and London (UK), Hagen (Germany), Istanbul (Turkey), Dublin (Ireland), Hong Kong, Shanghai, Guangzhou (PRC) and St. Louis, USA.

Our Supply Chains

Our Supply Chain includes Tier 1 & Tier 2 suppliers. We work directly with importers and manufacturers in the UK/EU/USA and also manufacturers in the Far East. Core items we source are apparel, electronic items, ceramics, stationery, umbrellas, and bags.

Our Policies on Slavery and Human Trafficking.

We are committed to ensuring there is no modern slavery or human trafficking within our Global companies and particularly our supply chains, to comply with the UK Modern Slavery Act 2015. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking.

As part of our initiative to identify and mitigate risk –

- We communicate internally with our employees through our policies and procedures which are also available on our intranet and website.
- We issue a Code of Practice to all UK, EU, Turkish, USA & Far East suppliers enforcing the importance of control and supervision in their work environment.
• We have a robust Vendor audit process in place to identify and assess potential risk areas in our supply chain to mitigate risk of slavery and human trafficking occurring in our supply chain.
• Where possible we build long standing relationships with our vendors to make clear our expectations of business behavior.
• We have a procedure in place to encourage the reporting of concerns and the protection of whistle blowers.
• We have in place systems to monitor potential risk areas in our supply chains.

**Supplier Adherence to our Values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

The Senior Management Team, Purchasing Managers and our Quality & Compliance Team are responsible for compliance in their respective departments and for their supplier relationships.

**Training**

We work in collaboration with our suppliers at supplier review meetings and on their premises during the audit process to advise on best practice. Our employees receive training as part of the induction process, to ensure they understand the importance of ensuring that there is no modern slavery or human trafficking within the company or our supply chain.

**Key Performance Indicators**

We use the following key performance indicators (KPI’s) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains

• Use of labour monitoring and payroll systems within Brand Addition
• Vendor Audits within the UK, Turkey and Far East:
  o 80% of our top 45 suppliers have been audited by Brand Addition (Over £100K spend).
  o Every year we carry out an assessment of our supply base and schedule additional audits. For 2019, there are 45 supplier audits planned.
  o The selection of the suppliers is based upon risk location, product type and supplier spend.
• Internal Brand Addition audit
• Supplier Evaluation performance programme

To date, Brand Addition has not had any reported whistleblowing breaches.
This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company’s slavery and human trafficking statement for the current financial year.

Christopher Lee
Chief Executive Officer
Brand Addition Ltd