

CHARLIES MODERN SLAVERY STATEMENT 2018/2019



Introduction

At Charlies we recognise that Modern Slavery is an increasing global issue which includes activities such as slavery, servitude, forced labour and human trafficking. It is an issue which affects all sectors, industries and countries, and is fundamentally unacceptable. At Charlies we have a zero tolerance approach to Modern Slavery within our operations and supply chain and we

are committed to respecting and protecting the human rights of all of our employees, customers and supply chain workers. This statement has been published in accordance with the Modern Slavery Act (2015) and sets out the steps being taken by Charlies Stores Ltd to prevent modern supply chain within our operations.

About Charlies

MULTI-DEPARTMENT RETAILER SELLING:



HOMEWARE



CLOTHING & FOOTWEAR



GARDENING



TOOLS



TOYS



CHRISTMAS

8

STORES &
AN ONLINE
PRESENCE

£46

MILLION
REVENUE

OVER 75,000
PRODUCTS IN OUR RANGE

1520 SUPPLIERS

412 EMPLOYEES

Supply Chains

We recognise that our biggest exposure to Modern Slavery is in our product supply chain. Charlies stocks predominantly third party brands, and this year we are requiring our suppliers to accept our Modern Slavery Policy at trading agreement stage which states they must provide employees with good working conditions, reasonable pay and to comply fully with all applicable laws and to provide evidence of factory audits and standards compliance. We are currently unable to verify the performance of our suppliers in terms on their treatment of their employees in their supply chain. We have a vision to work with suppliers with verified ethical standards and are in the process of reviewing and rolling out our policy. We believe in ongoing supplier engagement to deliver improvements in this area.

Policies

As well as our supplier policies we have internal Human Resource and Whistleblowing policies where we confirm that we do not condone human rights abuse within our business and provide employees with a means reporting any wrongdoing. All reports are fully investigated and appropriate actions taken. The Directors assume full responsibility for compliance to the Modern Slavery Act (2015) and for ensuring all employees are respected and looked after in the company.

This Modern Slavery Statement 2018/2019 was approved by the Directors of Charlies Stores.

CHRIS LLOYD

Managing Director of Charlies

December 2018

OUR SUPPLIERS

GOOD WORKING CONDITIONS



REASONABLE PAY



**COMPLY FULLY WITH THE
APPLICABLE LAWS**



STANDARD COMPLIANCE



Training and Further Steps

All key employees involved directly in our Human Resources and purchasing decisions are being trained on the importance of Modern Slavery. In addition our Buying team are doing ongoing supplier engagement to raise awareness of these issues. We realise that this will be an ongoing process that will continue in years to come.