



MODERN SLAVERY STATEMENT

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps we have taken, during the year ending 30 June 2016, to prevent modern slavery and human trafficking in our business and our supply chain.

Modern slavery is a term used to encompass slavery, forced and compulsory labour and human trafficking and is an abhorrent abuse of human rights. It is a global and growing issue and exists in all economies across the world, with no sector being immune to the risks.

We are committed to ensuring a working environment that prohibits modern slavery and human trafficking both in our own organisation and that of our supply chain.

Damartex UK is a subsidiary of Damartex SA, a company incorporated in France, a multi-channel, multi-brand European business that develops and distributes predominantly clothing and accessories for seniors. Damartex UK trades principally under the Damart brand which was established in 1953 in France, and we sell our own brand and third party branded products in the UK and our own brand products in the USA. We share much of our supply chain with our parent Group.

As a Group, we review our supply chain standards under the 'Damart Way' initiative. As part of this initiative, a 'Sustainable Procurement Charter' was produced which our merchandise suppliers sign as an indication of their commitment. The Charter is used across our UK and international merchandise suppliers.

We have commenced a roll out plan for all of our other suppliers of goods and services, to ensure that they are taking similar measures in tackling this problem.

We have also joined the UN Global Compact initiative, and as such we commit to embedding the 10 United Nations Principles as part of our culture and operations.

Whilst the current Charter refers to human rights and forced labour, in the next year we will amend our product terms of purchase and CSR Checklist to include specific reference to modern slavery and human trafficking, to ensure suppliers are aware of the specific UK legislation in this area. This is already being included in the communication to our non-merchandise suppliers.

In January 2017, we will join Initiative Clause Social (ICS). ICS is a group of retailers with a shared objective to join together to sustainably improve conditions for people at work, and responsibly support suppliers in this aim. Joining the group will enable coordination of our audit approach in line with other retailers and allow us to benefit from the pooled resources and results. The group will meet regularly to share experiences on supplier visits and best practice.

We have prioritised contact with our suppliers, in terms of potential risk, and will focus our audit in this order. We will also continue to circulate the Sustainable Procurement Charter to our suppliers as well as carrying out our own factory visits.

We are embarking on a number of training initiatives. Firstly to ensure key colleagues, such as merchandise buyers, are fully trained on the 'Damart Way' and its implementation with our suppliers; adaptation of this training for all owners of contracts for products and services; and an internal awareness campaign to ensure the principles are understood throughout the business.

The responsibility for reviewing the progress we are making has been adopted by the UK Board of Directors, along with our Group Director colleagues, and its effectiveness will continue to be monitored.

For and on behalf of the Board of Directors
Andy Hill, November 2016