

Modern Slavery Act statement

This statement has been published in accordance with the Modern Slavery Act 2015 and sets out the steps that we have taken to prevent modern slavery and human trafficking during the financial year 2018.

Who we are

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.

We sell our own brand and third party branded products in the UK. We share much of our supply chain with our parent group. In the UK we have over 500 employees; our UK Head Office is in Bingley and our Distribution Centre in Steeton, both West Yorkshire.

The Damartex group covers two sectors:

1. Textile brands : Damart, Afibel, La Maison du Jersey and Xandres.
2. Home & Lifestyle companies: Sédagyl, Delaby, Coopers of Stortford, 3 Pagen, Vitrine Magique and Jours Heureux.



Damartex UK update for 2018

We are dedicated to ensuring that our suppliers adhere to the highest standards of ethics and would like to reassure our customers and colleagues that the people who manufacture our products are treated with respect and that the manufacturing processes have no negative impact on the environment, or the health of those who produce them.

Damartex commits to ensuring a working environment that prohibits modern slavery and human trafficking both in our own organisation and that of our supply chain. Through this commitment, we actively encourage the involvement of everyone in the company and all our suppliers, to be aware, informed and vigilant and to report any concerns they may have in relation to modern slavery and human trafficking. For the purpose of this statement, any person working directly or indirectly for Damartex is involved in this vigilance.

Initiative for Compliance and Sustainability (ICS):

Damartex has been part of the ICS (Initiative for Compliance and Sustainability) since 2017. ICS is an enterprise grouping forty three, mainly French major retailers and brands. ICS members have been working together since ICS's inception to sustainably improve conditions for people at work. They are committed to responsibly supporting suppliers and the network of factories from which they produce, to implement improvements in order to not only meet but also to raise standards around the world. ICS enables its member companies to collaborate with common tools to harmonise audits.

Sustainable Procurement Charter (SPC):

As a Group, we review our supply chain standards under the "Damartex Group Way" initiative. As part of this initiative, our Sustainable Procurement Charter is a collaborative commitment between Damartex and our UK and International merchandise suppliers to express our shared accountability for responsible sourcing. With this in mind, Damartex joined the United Nations Global Compact initiative and is proud to develop its sustainable procurement approach in cooperation with its suppliers.

Our Supplier Commitments

Labour and Human Rights practices:

Our suppliers commit to respecting Human Rights. They must respect effective application of workers' fundamental rights in compliance with the contracts of the International Labour Organization (ILO) and local regulations on:

- Child labour, forced and compulsory labour
- Workers health and safety
- Discrimination
- Employee representation
- Disciplinary practices
- Working hours
- Remuneration
- Modern slavery
- Human trafficking

Damartex maintains long-standing relationships with its suppliers. To date, 46% of its suppliers have been partners since 2009.

What Damartex UK did in 2018?

In 2018, our top 10 initiatives were:

- Damartex opened its first Home & Lifestyle buying office in Shanghai during 2018 with a key objective of ensuring Corporate Social Responsibility (CSR) in the factories of our suppliers.
- The entire Shanghai team was trained on CSR issues to raise awareness, build understanding and to ensure vigilance when working with all our suppliers.

- The modern slavery group continued to meet monthly, and discussed the actions, accountabilities and deliverables which have been reviewed on a quarterly basis by the senior management team. An annual UK board review took place in July 2018.
- We continued to develop our internal training package to include the Modern Slavery Act. A bespoke e-learn was written in house and launched in September 2018. Colleagues who have completed the course have been given the training to equip them to understand what modern slavery is, the law, migrant workers, identifying victims, and to inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Building on the impact of last year's activity, another poster campaign took place using the Stronger Together posters, which are displayed on noticeboards at our UK Head Office in Bingley and our Distribution Centre in Steeton, where the "Speak Up" confidential whistleblower phone number is also given. The posters are in over 10 languages and give advice on how to recognise the signs of modern slavery and they also provide helpful information such as a guide for anyone who may be renting a property and is unsure of what the requirements are regarding rent, bills, tenancy agreements etc.
- We have updated the non-product supply form to include CSR and MSA information and have followed up on unsigned charters that are currently with suppliers.
- 100% of international suppliers have signed the Sustainable Procurement Charter and 100% of UK Household and free gift suppliers have now signed the charter.
- We have a whistleblowing procedure whereby supervisors and managers can confidentially raise issues of concern to a member of the senior team. In addition to this, the Whistleblowing telephone number which is operated by an organization called "Speak Up" has also been included in the Modern Slavery Act e-learn. Speak Up is our confidential helpline and process through which issues can be raised confidentially by phone, email or in writing to an independent specialist helpline service.
- Anti-bribery and corruption policies are agreed, applied and complied with in arrangements with recruitment agencies.
- A member of the modern slavery group worked with the Head of Logistics at our Distribution Centre in Steeton to:
 - Ensure training takes place with all colleagues, including security guards from Worldwide Securities Services who are instructed to monitor record and report any instances where workers are delivered and collected from work, where such transport and the drivers raise cause for suspicion, such as the type of vehicle, the demeanour of the drivers and passengers.
 - Section Managers act as representatives and focus on building trust with colleagues, to enable them to come forward with information should colleagues experience any difficulties.
 - Regular colleague briefings on the topic of trafficking and forced labour take place.
 - Hidden labour exploitation is added to the agenda during monthly meetings, where they review informal and formal approaches to identifying, deterring and reporting issues.

During 2019, Damart UK will undertake the following activities:

- Continue to develop colleague awareness of the Modern Slavery Act 2015 and the confidential reporting tools and help that is available if a case of slavery or human trafficking is suspected.
- Ensure ongoing engagement and communication between equality and diversity leads and the wider organisation.
- The MSA group members will attend further training to understand what further actions we can take to ensure we protect our colleagues and actively encourage our suppliers to do likewise across our supply chain.

For and on behalf of the Board of Directors

Fiona Mannion

Managing Director Damartex UK

Dated: December 2018