

ANTI-SLAVERY & CHILD LABOUR POLICY

Introduction

Shawston is opposed to all forms of unethical business behaviour. We recognise the harmful impact that modern slavery has on individuals and society and we are committed to help prevent these illegal practices.

We base our approach to business on our values of keeping people safe, respect, honesty and integrity and providing unrivalled customer service. We communicate these both to our colleagues and suppliers as we believe it is what makes us different from our competitors. These values come down to doing what is right every time and casting this shadow to our suppliers.

Supply Chain Accountability

We work closely with our supply chain and recruitment network to ensure that our suppliers both in the UK and overseas have stringent measures in place to protect against child labour.

This includes overseas visits which have been undertaken by members of our SLT and a strict onboarding process requirement for Shawston and our UK supply chain.

Internal and External Commitments

- Shawston is committed to never using or engaging with child labour provisions
- The company will not employ persons under the age of 15 with the exception of work experience where the child is a relation of an employee and parental consent is provided.

Safety of Young Persons

Where authorisation is granted and permitted under UK law. Young persons under the of 18 (including young were work experience is permitted) the following provisions apply:

- The child is not permitted to engage or be exposed to any level of industrial hazard or risk
- A young person's risk assessment must be undertaken
- Information, instruction, training and supervision must be in place
- Schooling or education must not be disrupted
- Works must not affect the young persons wellbeing or health in any way.

Authorisation



Tom Rigby
Group Managing Director

November 2023

On behalf of the Shawston Executive Board

Shawston Head Office

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