



## MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT THE MATCHSTICK MEN GROUP OF COMPANIES

The Matchstick Men Group operates as a group of limited companies that collectively provide the following products and services.

- Import and distribution of household electrical appliances to retailers in the EEU and end users purchasing through e-commerce
- In-house media production including lifestyle video, photography and graphic design to support sales and as an externally available service
- Home delivery of our own products and those of partner brands to end users
- Third party storage and logistics of electrical appliances to end users
- After sales support, products and services to own customers and those of brand partners

The Matchstick Men Group consists of The Matchstick Men Hub, Product Care Ltd, G2S Ltd and Design & Trade Ltd. Collectively, our services are used by more than 800,000 customers annually across our operational sectors, and these services are achieved with circa 180 employees across 2 sites within the UK and 8 employees in our China office.

We import own brand products from Asia and Europe, and source additional products from UK based suppliers. Our goods not for resale suppliers are predominantly based in the UK, although some suppliers have offices overseas.

Our corporate responsibilities are adopted across all levels of the corporate structure and are embedded in business practices ranging from Employment Contracts, Anti Bribery & Corruption, Safeguarding, Health & Safety and Supplier & Contractor Acquisition and Management. All companies within the Group are expected to maintain compliance to all adopted responsibilities, as are Group Partners, Suppliers and Sub-Contractors. All such actions, policies and operational controls are authorised and supported by all company directors.

Our responsibilities and intentions towards compliance are integral to all relations, and these ensure that we are fair to our employees, who are treated fairly and with respect through the adoption of standards such as Minimum Wage and Human Rights.

An in-house team responsible for management of Risk & Compliance ensure that the group are consistently achieving the required standards and are working towards continual improvement through the adoption of annual targets and objectives which include, as a minimum, the following:

- 1) Pre-qualification of suppliers to ensure we only work with like-minded companies
- 2) Communicating our intentions towards all known legal requirements, to all interested parties
- 3) Identifying all risks within our supply chain and ensuring sufficient mitigation is in place
- 4) Implement a suitable program of training, awareness and information for all interested parties including allowances for consultation and participation
- 5) Adopt a whistle blowers policy and to ensure that all issues raised are investigated thoroughly and fairly, and if necessary by an independent body
- 6) Where issues are discovered with suppliers, supportive actions will be implemented to remediate identified issues. Where unsatisfactory improvements are made, a more suitable working partner shall be sourced.

All policies and schemes within the operations of the Matchstick Men Group shall be subject to continual improvement in an effort to go beyond the basic social and human rights regulations and to ensure the highest standards in our supply chain. This policy statement, and subsequent operational control policies and procedures are approved and authorised by all company directors, and is signed for and on behalf of The Matchstick men Group by the Group Chairman.

Gavin Hamer, Group Chairman

Signed:

Dated:

26/8/20