



Lovejoys Wholesale Anti-Slavery and Human Trafficking Policy Statement

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. Lovejoys Wholesale has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings. The Company will implement systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within its own business or within its supply chain, and the same high standards are expected from all of the Company's suppliers, contractors and business partners.

This policy applies to all individuals working for the Company or on the Company's behalf in any capacity, including employees, directors, officers, agency workers, agents, contractors, consultants and business partners.

The Board of Directors has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations and it shall provide adequate resources to ensure that slavery and human trafficking are not taking place within the Company's supply chain. Directors also have a day to day responsibility for implementing this policy and its objectives, and for auditing internal control systems and policies and procedures to ensure they are effective.

Line managers are responsible for ensuring that those reporting to them understand and comply with this policy.

If any employee suspects a breach of this policy has occurred, or may occur, it must be reported to the line manager or the Company Secretary. The Company is committed to ensuring that no one suffers any detrimental treatment as a result of reporting their concerns.

Any employee who breaches this policy will face disciplinary action. If any supplier, contractor or other business partner is found to be operating in breach of this policy, The Company may terminate its relationship with them.

Neil Mortimer
Managing Director
January 2020