

Ethical Sourcing Policy

At Oxford Safety Supplies (OSS), we have a number of positive action policies that support our appointment of ethical suppliers and compliance with the Modern Slavery Act 2015. These include our statement of Modern Slavery, Anti-Slavery and Human Trafficking Policy, Anti-Bribery & Corporate Social Responsibility Policy and Social Value Policy. We also redress inequalities and discriminatory practice including equal pay and conditions, equal treatment for all in-line with the Equality Act (2010) and our Public Sector Equality Duty.

We ensure that modern slavery risks within our supply chain are reduced, by taking a considered and meticulous approach to supplier selection. We actively seek to engage with supply chain partners that can demonstrate to us their ethical approach to the sourcing and manufacture of the products we stock. This is in addition to checking the quality standards, processes and procedures. We assess supplier credentials such as SEDEX Membership; and their demonstrable compliance with schemes such as the SA8000 Social Accountability standard which aims to ensure workers get a fair deal. When appointing suppliers, we ask that they provide us with details on their supply chain including all the processes which are carried out during the manufacture of items. This provides us with a greater depth of supply chain transparency and enables us to provide our customers with assurances regarding quality and compliance with UK/EU laws and standards for the sale of clothing and footwear, including items which carry CE marking. We undertake annual due diligence checks on our suppliers, requesting that certifications and standards be re-submitted for our review and consideration. This annual review enables us to monitor their adherence to standards, in addition to managing the quality and performance standards achieved in the previous year.

Our commitment to acting ethically and across our supply chain, with due regard to modern slavery, is further evidenced by our commitment, where possible, to visit suppliers' factories to ensure products are ethically manufactured in compliance with the Modern Slavery Act, and also in accordance with FLO-CERT guidance (global Fairtrade certifier) and ETI base code (Ethical Trading Initiative).

Yours sincerely,

Signed:



Name: Stuart Robertson

Position: Director

Dated: 06/11/2023

Review Date: November 2024