

## Slavery and Human Trafficking Statement

Oxford Safety Supplies Limited is fully committed to operate with integrity, honesty and ethics and in compliance with all relevant laws and regulations, including playing our part in eradicating Modern Slavery and Human Trafficking.

The UK Modern Slavery Act 2015 (the “Act”) requires certain businesses to state the actions that they have taken during the financial year to ensure Modern Slavery and Human Trafficking is not taking place in their operations and supply chains.

This statement describes the positive steps we have taken and are continuing to take to ensure that Modern Slavery and Human Trafficking does not take place within our supply chain or any part of our business for the financial year ended 31 December 2023 and is made in accordance with Section 54, Part 6 of the Act (2015).

We recognise and understand our responsibility to manage and seek to prevent, the risks of human trafficking, forced, bonded and child labour and to respect human rights in our operations and our supply chain. Our commitment to our stakeholders is clear – we will always treat people in our business and supply chain fairly and with respect. We continuously review and improve our practices to ensure that we have effective responses to prevent and remediate any negative impact on human rights and have a zero-tolerance approach to Modern Slavery and Human Trafficking.

### Organisation Structure

Oxford Safety Supplies Limited specialises in the supply of premium Uniforms, Workwear, Safety Wear and PPE Items to the automotive sector. We provide garments to more than 2000 dealerships nationally and serve more than 30 vehicle brands.

Additionally, Oxford Safety Supplies has formed long standing relationships with the blue light industry, designing and manufacturing life saving, specialist garments for the fire brigade, police and ambulance.

### Our Supply Chain

Whilst our supply chain is extensive, Oxford Safety Supplies ensures that all major suppliers (any organisation supplying more than 8% of our products) complete an in depth supplier questionnaire giving us confidence that they take Slavery and Human Trafficking seriously. Copies of their policies in this regard will also be obtained and thoroughly checked by the Directors.

## Our People

We have reviewed our employment practices across our business, and we have not identified any working practices which would raise concerns that our employees are:

- Forced to work through mental or physical threat
- Owned or controlled through mental or physical abuse or threat of abuse
- De-humanised, treated as a commodity or bought and sold as property or
- Physically constrained or whose freedom of movement is restricted (e.g. through the retention of passports).

## Due Diligence Processes for Modern Slavery

As part of our initiative to identify and mitigate risk we pursue an approach of continual improvement to strengthen the mitigation of risk of Modern Slavery and Human Trafficking. We have processes to ensure that suppliers are engaged via a controlled process before they supply materials or provide services and our key suppliers are subject to approval and periodic review by experienced, qualified and knowledgeable procurement professionals. As referred to below, we are looking to implement further due diligence measures on key suppliers in 2023.

## Supplier Code of Conduct

The Supplier Code of Conduct was fully reviewed and significantly updated in 2022 in a format which mirrors our Employee Code of Conduct. The 2023 review is scheduled for completion in Q3 2023.

It specifically requires our suppliers to comply with workers fundamental rights and ensure that their workers are:

- Free to form or join a workers council
- Paid in compliance with local laws
- Not required to work more than the maximum hours of daily labour and
- Not subject to any form of forced, involuntary or debt bonded labour.

## Training and Awareness

We recognise that to be effective at preventing and tackling Modern Slavery we need to raise and maintain awareness of this issue and the associated risks.

All colleagues have received communications which provided them with a high-level overview of what is meant by Modern Slavery and Human Trafficking, the methods by which Oxford Safety Supplies looks to combat it and to re-iterate that the company's stance is of zero tolerance in regard to this matter.

As part of a refreshed approach to managing legal and regulatory compliance risks, 2023 will see newly developed communications and mandatory e-learning modules on Modern Slavery and Human Trafficking developed and launched in the business.

## **Our Effectiveness in Combating Slavery and Human Trafficking**

We have brought this statement to the attention of those in our procurement and purchasing functions and given the opportunity to provide feedback, to raise queries and to have them answered.

Our Procurement team are currently carrying out an assessment of the risk of non-compliance in our supply chain. We are also also exploring how to improve the methods by which employees can raise concerns about Modern Slavery and Human Trafficking (and other ethical matters).

We require our suppliers to adhere to our policies and seek express acknowledgement of this through our Supplier Code of Conduct. We have implemented new measures such that all UK suppliers (which represents the majority of our supply chain) have signed the Supplier Code of Conduct.

## **Plans for 2023 and Beyond**


Following a review of the effectiveness of the steps we have taken to ensure there is no Modern Slavery or Human Trafficking in our supply chains we intend to take the following further steps to combat it:

- Continuing to ensure the effectiveness of the due diligence we undertake on our suppliers and (in turn) the effectiveness of our supplier's own due diligence procedures to ensure that no Modern Slavery is taking place further down the supply chain.
- Ensuring that all key non-UK suppliers sign the Supplier Code of Conduct.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and Human Trafficking statement for the financial year ending 31 December 2023.

This statement was approved by the board on 05 January 2023.

Signed:



Name: Stuart Robertson  
Position: Director

Dated: 06/11/2023  
Review Date: November 2024