



## MODERN SLAVERY STATEMENT

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### A) ORGANISATION

This statement applies to Charles Fellows Supplies Limited, (referred to in this statement as ‘the Organisation’).

The registered address is

Unit 1

Ham Lane,

Kingswinford,

West Midlands.

DY6 7JU.

### B) ORGANISATIONAL STRUCTURE

Charles Fellows Supplies Limited is a £4.5M turnover family business company based in Kingswinford in the West Midlands. The organisation manufactures and imports specialist clothing and footwear. The Organisation is wholly controlled by a Board of Directors.

The main activity carried out by the Organisation is the sale of men and women’s clothing and footwear, in addition to grooming products and cosmetics. Demand for our product is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom and South East Asian countries including India, Bangladesh, Sri Lanka and the People’s Republic of China.

### C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

### D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and South East Asian countries including India, Bangladesh, Sri Lanka and the People’s Republic of China and in many cases exceeds those minimums in relation to its employees.

### E) SUPPLY CHAINS



REGISTERED IN ENGLAND 1523678



DIRECTORS: A.M COPE, D. COPE, M. ROGERS, I.COPE



# CHARLES FELLOWS SUPPLIES LTD

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of clothing and goods from various suppliers in both the United Kingdom and countries in South East Asia. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

## F) POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in its clothing supply chains because it involves the provision of labour in countries where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewed our supplier contracts to include termination powers in the event that a supplier is, or is suspected to be involved in modern slavery;
- Taken measures to identify and assess the potential risks in our supply chains;
- Undertaken impact assessments of our services upon potential instances of slavery;
- Created action plans to address risk to modern slavery;
- Implemented a zero tolerance policy towards modern slavery;
- Ensured Suppliers comply with our Ethical Sourcing Policy annually.
- Undertaken regular workplace Ethical audits at supplier factories using recognised independent Third party organisations.

## H) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Results of Ethical Audits on Supplier Factories are logged and managed via a traffic light system.

## I) POLICIES



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# CHARLES FELLOWS SUPPLIES LTD

The Organisation has the following policies which further define its stance on modern slavery: Ethical Sourcing Policy, signed annually by suppliers.

## J) TRAINING

The Organisation provides training to staff to effectively implement its stance on modern slavery, this is included in the induction process for all individual who work for us and regular training will be provided as necessary.

## K) COMPLIANCE OFFICER

The Organisation has a Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Date of approval**      30/06/2023

**Signed:**            Ian Cope, Compliance Director



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