

The Bensons for Beds UK Group ("Bensons") comprising of Bensons for Beds Retail (company number 12528962 ("BBR")) and Bensons for Beds Manufacturing Limited (company number 12683167 ("BBM")) is a major retailer and manufacturer within the UK.

Bensons recognises the responsibility it has, along with its suppliers, to operate in an ethical manner. As part of this responsibility, we acknowledge the requirements of the Modern Slavery Act 2015. Therefore, Bensons is working to ensure that there is sufficient transparency both within the organisation itself, and within its supplier base.

In relation to its suppliers, Bensons has updated the Service Level Agreements ("SLA") that it has with its major suppliers in order to include a reference requiring compliance with the Modern Slavery Act 2015. The update to the SLA also includes a request that our suppliers comply with Bensons' Code of Conduct and that they complete a self-assessment questionnaire in relation to this area. Our supplier appraisal process has been updated to take into account what commitment and actions our suppliers are taking to comply with the Modern Slavery Act 2015.

Bensons wants its customers to be confident that both Bensons and its business partners treat their employees fairly, with respect for their human rights.

Bensons will not work with any organisations that either has or is found to knowingly involved with either human trafficking or modern slavery. In the event we suspect a failure by a supplier to comply with our Modern Slavery Policy or SLA we will investigate and require, where appropriate immediate corrective action which may include if appropriate terminating the supplier relationship.

#### Preceding Period

Our logistics division operations are partially staffed by agency workers and have been supplied locally by numerous agencies without overall visibility of controls. To ensure improved control of our supplied labour force we have developed a standard contract for the supply of labour which our suppliers will adhere to. Senior managers have been provided training on the requirements under the Modern Slavery Act and this will now be cascaded down to all hiring managers in due course.

Our supplier self-assessment questionnaire was reviewed to ensure continuous fitness for purpose and has now been made available to suppliers. It has been strengthened and will now be evidence based. In the coming year all data supplied will be reviewed as part of our risk assessment process.

Bensons recognises its own staff have an important part to play and we have developed an awareness programme for all relevant employees to ensure they understand the risks of slavery and human trafficking occurring in our supply chains and what actions to take if discovered. We are developing a basic awareness of our values by including reference to our policy in our new starter induction training.

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This statement made under the Modern Slavery Act 2015 statement has been approved by the Bensons for Beds HoldCo Limited (as the holding company of BBR and BBM) Board of Directors and will be reviewed annually.



16.07.2020

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Mark Jackson

CEO