

# Modern Slavery Statement

BENSONSFORBEDSHOLDCO LTD (company number 12528956) is the parent company of two companies (1) BENSONSFORBEDSRETAIL Ltd (company number 12528962 "BBR") and (2) BENSONSFORBEDSMANUFACTURING LTD (company number 12683167 "BBM") that retails and manufactures beds within the UK ("Bensons"). Retail outlets operate under the trading name Bensons for Beds.

The Modern Slavery Act of 2015 demonstrated the UK's commitment to lead the global fight against modern slavery - a practice unacceptable in any business and supply chain. Bensons has always recognised its responsibility, in partnership with suppliers, to trade ethically, and continues to recognise the requirements of the Act.

The issuance of an annual statement presents the opportunity for us to put on record that we're working diligently to ensure whenever possible there's sufficient transparency both within Bensons, and throughout our supplier base, to address concerns over this important issue. We are dedicated as far as possible to prevent non-conformance within the principles of the Act and remain vigilant to all aspects of modern slavery and human trafficking.

It's important to Bensons that its customers are confident that the company, and its suppliers and business partners treat their employees fairly, with respect for their human rights. We are aware of our responsibilities as a business operating in the UK and with overseas suppliers, and we ultimately remain a business that looks to minimize the risks of modern slavery.

Since the introduction of the Service Level Agreements ("SLA") that we hold with our major suppliers, we have carried out reviews with our suppliers. While the SLA already required suppliers to comply with the Modern Slavery Act

2015, the SLA also includes a request that suppliers comply with Bensons Code of Conduct and that they complete a self-assessment questionnaire (“SAQ”). Our SAQ has recently been revised to include direct questions around Modern Slavery and other corporate, social and ethical topics. Our supplier appraisal process considers what commitment and actions our suppliers are taking to comply with the Modern Slavery Act 2015. We continue to review suppliers’ statements and responses to our SAQ once they have been received.

Bensons will not work with any organisation that either has been, or is found to be, knowingly be involved with modern slavery.

In accordance with our SLA we are able to ask to see sight of third party factory audits, and this requirement has been built upon requesting our suppliers to engage with SEDEX and provide us access to SMETA audits and corrective actions plans via the SEDEX members portal. BBM and BBR are now full members of SEDEX. If a risk is identified, measures will be implemented, monitored at board level as appropriate and any actions taken where necessary. For new suppliers to Bensons, we undertake a process to ensure that as far as we can ascertain all suppliers of goods and services adhere to this important legislation.

We recognise the need for continued vigilance from the whole Bensons team. Additionally, targeted visits to suppliers are now carried out by our internal Quality & Technical Team and we complete on-site observations and discussions around the importance of transparency in supply chains. We will continue to endeavour to identify ways to enhance employee and supplier awareness and commitment to respecting human rights and the prevention of modern slavery and human trafficking.

Our employees are expected to undertake the mandatory Modern Slavery e-learning module via our learning management platform where they learn what

modern slavery is, who the victims are, the different types of modern slavery, how to identify a victim of modern slavery as well as what Bensons responsibilities and commitments are around modern slavery. All employees are paid at, or above, the National Living Wage and we review this on an annual basis to ensure we maintain this.

Employment contracts provide our employees with the freedom to terminate their employment at any time. Where a role is eligible for overtime, overtime working is voluntary.

Recruitment, including via our agency providers, is handled in line with our internal recruitment guidance to ensure that we attract a broad range of candidates and hire on merit. In line with legal requirements, we ensure all new hires demonstrate their eligibility to work in the UK. We maintain a confidential “whistleblowing” line, known as Safecall (operated by an independent third party), for any employee with concerns to raise any issues in a safe environment. We aim to keep abreast of information, future legislation, and best practise on the risks of modern slavery., ensuring the business continues to meet the standards set out in law and fulfil our commitment to operate ethically.

This statement is made under Section 54 of the Modern Slavery Act 2015. It 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.



7<sup>TH</sup> May 2024

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Director

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Date