

MODERN SLAVERY STATEMENT

We are a manufacturer of integral window blinds for a variety of clients from numerous sectors including soft furnishing retailers, interior designers and others in the retail and commercial sector. Our head office is based in Brechin, United Kingdom and we have over 120 employees who operate throughout the UK.

At Stevens (Scotland) Ltd we are committed to running our business responsibly. We strive to maintain high ethical principles and to respect human rights. Our internal policies include our Positive Work Environment policy and our Equal Opportunity Statement. Further, we have adopted and adhere to the Ethical Trading Initiative (ETI) Base Code where we confirm that we will not tolerate or condone abuse of human rights within our business or the business of our suppliers. As such we encourage our suppliers to comply with these principles.

Our Stance on Modern Slavery

We are committed to ensuring there is no modern slavery or human trafficking throughout our business. Our company policies reflect our commitment to acting ethically and with integrity in all our business relationship and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place throughout our business. We do not use or accept forced, bonded or involuntary prison labour or child labour. We do not demand deposits or hold onto our workers' identity papers, or work with businesses that do. We operate a zero tolerance policy in relation to slavery and human trafficking.

We only recruit people who choose to work freely. All work must be voluntary and not carried out under any threat of penalties or sanctions. We hire all our UK staff using our own internal recruitment system. An external agency, should we use their services, must adopt the same procurement processes that we apply.

We are subject to due diligence checks in the form of ethical compliance audits conducted by a third party, Verisio. These audits are undertaken every two years. Additionally, to ensure a high level of understanding of the risks associated with Modern Slavery and Human Rights in our business and supply chains, we attend regular training and are provided with updates which may arise arranged by an expert third party consultancy. We understand that the Modern Slavery risk is not static and we will continue to take action to mitigate modern slavery in our supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.