



## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### Introduction

Modern slavery is a terrible crime and a morally reprehensible act - one that Hoover Limited takes a zero-tolerance approach to.

Modern slavery deprives a person's liberty and dignity for another person's gain and is a real problem for millions of people around the world.

Every company is at risk of being involved in this crime through its own operations and its supply chain. At Hoover Limited, we are fully committed to preventing slavery and human trafficking in all business decisions. We have taken steps to tackle modern slavery, as outlined in our statement, which sets out actions that we have taken to understand all potential modern slavery risks related to our business.

### Risk assessment

We conduct risk assessments of our supply chain by considering:

The business services rendered by the suppliers

The presence of vulnerable demographic groups

This assessment will determine our response and the risk controls that we implement.

### Preventing slavery and Human trafficking

We aim to prevent slavery and human trafficking in our operations by:

Encouraging all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation in accordance with our Whistleblowing policy. We provide confidential helplines to protect the identity of any whistle-blowers. These numbers are 0207404 6609 and 0800 121 700

Encouraging employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain

## Supplier due diligence

We conduct due diligence on all new suppliers during on-boarding, as well as monitoring existing suppliers at regular intervals. This includes assessing risks in the provision of particular services.

We expect all suppliers to comply with the following:

- Do not use any form of forced, compulsory or slave labour
- All employees work voluntarily and are entitled to leave work
- Provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- Do not require employees to post a deposit/bond and don't withhold their salaries for any reasons
- Do not require employees to surrender their passports or work permits as a condition of employment

## Awareness

We have raised awareness of modern slavery issues by displaying posters across our facilities and via internal communications that is focused specifically on modern slavery, which explains:

- What modern slavery is
- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

## Training

In addition to the awareness programme, Hoover Limited issues training to all employees which covers:

- understanding the historical origins of slavery
- understanding the international legal framework prohibiting slavery
- understanding the concept of modern slavery and its various forms

## Measuring how we're performing

We have defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- All employees completing our on-line training
- Measuring how many suppliers have completed our ethics questionnaire
- Measuring the number of reports made by our employees that indicate their awareness of and sensitivity to ethical issues

This statement covers 1 April 2019 to 31 March 2020 and has been approved by the Chief Executive of Hoover Limited.

Signed



Dated

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