

MODERN SLAVERY STATEMENT

SIAN Wholesale Ltd has zero tolerance for slavery and human trafficking in any form and is committed to combatting all such practices. We make this statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending 2024/2025.

We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation.

We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain, and we confirm the following:

- We confirm that within our own business, no relevant offence relating to slavery or human trafficking has been committed.
- We have made enquiries of businesses that supply directly to us, and we are confident that no relevant offence is committed in that business.
- Insofar as it was reasonably practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking.

Our business

We operate a wholesale business throughout the UK, Europe and ROW, specialising in the distribution of FMCG products.

Our business structure is based on 48 people located in UK and 10 people located in the Netherlands. We have a Managing Director to whom 7 managers report to, and 51 employees report to those managers.

Our supply chain

Our supply chains include toiletries, health and beauty products, pharmaceuticals, household and cleaning products, cosmetics, perfumes, drinks and confectionery.

We understand that certain industry sectors and geographical regions entail a greater risk of exploitation than others. We do not believe that our supply chain is in one of those sectors.

Where it is reasonably practicable, we ensure that businesses in our supply chain have a similar statement relating to slavery and human trafficking.

We also encourage all employees to report on matters relating to slavery or human trafficking in our supply chains of which they become aware.

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our businesses, we provide information and training to our employees.

The Modern Slavery Statement has been circulated to all department heads, and all relevant employees dealing with suppliers are required to familiarise themselves with it. A copy of the Modern Slavery Statement is available to all employees.

Our effectiveness in combatting slavery and human trafficking

We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Records to confirm all employees have the right to work in the UK
- Records that employees have received appropriate training
- Records to confirm suppliers have certified compliance with Supplier Code of Conduct

Modern Slavery is an essential agenda item for our Board of Directors, and regular discussions take place to establish who in our supply chain may be at higher risk and any further practical steps we can take to mitigate those risks and to ensure that all necessary processes are in place to facilitate appropriate action to combat slavery.

This statement is made according to the Modern Slavery Act 2015 and constitutes SIAN Wholesale Ltd Slavery and Human Trafficking Statement for the financial year ending 2023/2024.

Andrew Klimcke

Managing Director