

MODERN SLAVERY STATEMENT

Introduction

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during the financial year to prevent modern slavery in their operations and supply chains. We are fully committed to playing our part in eradicating modern slavery. We firmly advocate for transparency and collaboration to eliminate the risks of modern slavery. This statement is made pursuant to section 54 of the Act. It constitutes the slavery and human trafficking statement of The Book People Limited (TBP) for the financial year ended 31 December 2017.

Our Organisation

TBP is the UK's favourite independent bookstore, providing our customers all around the world with a place to buy books, gifts, toys and stationery with savings up to 75% off RRP. Our range includes bargain books, the latest bestsellers, children's books, beloved classics, tasty cookbooks and much, much more.

We have around 280 staff who are all based in the United Kingdom. Our staff are largely directly employed and are not in any category which is seen to be vulnerable to modern slavery in this country. Therefore, our focus is to ensure there are policies and procedures in place for our contractors and suppliers. During our peak period, from September to December each year, we employ larger volumes of agency staff in our warehouse. There is a higher risk of modern slavery attached to this supply area. We review all our service providers annually to identify those with the highest potential risks and work with them to ensure compliance with the Act at all levels of the supply chain.

In addition, we are aware that workers in the cleaning industry are also at higher risk. This informs and guides our processes with the cleaning agencies we use around the business.

Our Supply Chain

TBP is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships.

TBP uses a wide range of suppliers who supply goods for sale and support our operations. In particular, TBP imports goods from China and this is an area known to be vulnerable to modern slavery. TBP considers it paramount to ensure that the suppliers used in our supply chain support our ethical standards and this is rigorously checked with regards to our Far East suppliers.

TBP works with UK suppliers on this and going forward will be more closely monitored.

Policies

TBP has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- **An Ethical Trading Code of Conduct and Human Rights Policy** which sets out our expectations of our suppliers, explains the high ethical standards we expect them to maintain and how we will audit this;
 - **A Responsible Procurement Policy** which covers issues of human rights, child and forced labour and modern slavery, which TBP's suppliers are required to comply with; and
 - **A Whistleblowing Policy** which encourages staff to report concerns including any related to modern slavery/trafficking and child or forced labour.
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Due Diligence

We continue to monitor suppliers we believe present high modern slavery risks in our supply chain. This includes where goods are acquired from suppliers in high risk countries.

All suppliers which we class as high risk must:

- provide us with a copy of their own Modern Slavery Statement if this has been written

or;

- sign our Ethical Trading Code of Conduct and Human Rights Policy which covers their governance, policies, training and supply chain management processes.
- on an annual basis be subject to an audit of their manufacturing plant and warehouses to ensure compliance.

Training

During the year, we have provided advice and guidance to those teams who have direct responsibility for relevant supply chains and we will ensure our procurement team participates in appropriate modern slavery training over the next twelve months.

Looking Ahead

Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers. We will provide appropriate modern slavery training to all those working in our supply chain and HR functions.

Where we have identified suppliers as high risk, we will start, on an annual basis and prior to sourcing, obtaining full detail of the supply chains they are proposing to commission goods from on behalf of TBP. High risk factories / suppliers will also be on a targeted audit programme to ensure they are in compliance with our policies.

Approval

This statement has been formally approved by the Directors of The Book People Limited and signed on their behalf.



Simon Mason,
Chief Executive Officer
The Book People Limited
13 March 2019