



Anti-Slavery and Human Trafficking Statement

Hardware Group values its reputation and image. It is the policy of the Hardware Group to conduct all of its business in an honest, ethical manner and in line with governing legislation. Hardware Group is committed to acting professionally, fairly and with integrity in all our business dealings and our business relationships wherever we operate.

We have conducted a thorough risk assessment against our risk of exposure to Modern Slavery and are confident that all internal risk has been mitigated, but acknowledge that due to the diverse nature of our supply chain that it has not been possible to effectively mitigate all external risk. As such, we will work with our suppliers both in the UK and internationally to ensure that they commit to our standards and review schedule. We will continue to review and manage risk, both internal and external, as part of our annual review schedule or as and when circumstances arise.

To further demonstrate our internal commitment, we have created an Anti-Slavery and Human Trafficking Policy to provide a central and accessible source of reference for our employees and associated persons on Hardware Group's commitment and approach; the definitions of Modern Slavery and what to do if an incident is suspected.

Hardware Group will continue to provide information and guidance to our employees and associated persons on the definition of Modern Slavery in order to help them to recognise situations associated with slavery, forced labour or human trafficking. We will provide information and support to ensure that incidents are reported in full should they ever arise. We will continue to provide this education at regular intervals to ensure the message remains current.

We will encourage our employees and associated persons to be vigilant and confident to report any suspicion of slavery, forced labour or human trafficking through proper channels and provide appropriate support to them in that process. We have set up a dedicated internal reporting process to ensure due diligence for any incident or suspected incident. This process will ensure all relevant internal contacts are made aware and can effectively manage the process in line with the Modern Slavery Act.

Hardware Group are committed to producing a statement annually as per Governmental requirements in order to remain transparent in how the organisation has evolved in line with the Modern Slavery Act.

This statement has been approved by the Hardware Group Board of Directors.

31st March 2016