



N Brown Group Plc Modern Slavery Statement

Responsibility for ensuring that modern slavery does not exist in the operations and supply chain of N Brown sits with the CEO. Supply chain compliance is managed by the Product Director and overseen by the CSR Committee.

The N Brown Group includes JD Williams & Co. Limited and Oxendales & Co. Limited (Eire). For each of these companies and all of the brands that they encompass, supply chain compliance is managed centrally. N Brown offers an extensive product range including white goods, furniture and consumer electricals as well as apparel, footwear and accessories. Products include both own brand and branded. In keeping with the Group's wide ranging product offer, supply chains are both complex and global. We take our responsibilities toward workers in our own operations and in our supply chain very seriously. We have developed a specialised ethical trading team based in the UK and offshore to enable us to continually improve our coverage on monitoring, projects and partnerships. Our challenge is to maintain the highest standards in a fast moving retail environment where new products, materials and skills are essential for growth.

N Brown engages with a number of leading organisations that advocate an end to modern slavery. Membership of the Ethical Trading Initiative (ETI) includes a formal commitment to report annually on supply chain performance against the ETI Base Code including the following standard:

"Employment is freely chosen. There is no forced, bonded or involuntary prison labour. Workers are not required to lodge deposits or their identity papers with their employer and are free to leave their employer after reasonable notice".

The United Nations Global Compact mandates that its participants report annually against ten key UN principles including the following directly relevant to modern slavery:

"Principle 4: the elimination of all forms of forced and compulsory labour".

Action, Collaboration, Transformation (ACT) is a recently conceived collaboration between leading apparel retailers and a global trade union. Involvement encourages collective bargaining agreements in global supply chains. This approach aims to create circumstances where workers can avoid all forms of exploitation including of modern slavery.

N Brown engages in comprehensive supply chain mapping and monitoring of all first tier own brand suppliers. Plans for the year ahead include the continuing roll-out of a new gatekeeper process to ensure all potential suppliers are checked against the ETI Base Code before contracts are issued. We will also conduct a root and branch review of our existing supply chain ensuring compliance at 100% of direct supply sites and 80% of sites contracted with via third parties including agents and importers by year end 2017. It follows that there are areas where we believe we should look in more detail. These include particular countries and regions where foreign migratory workforces are employed including Malaysia, UK and Eastern Europe.

We will also write to suppliers of branded product to gain an understanding of their commitment to end modern slavery and actions taken therein. The involvement of branded suppliers in this process will be mandatory.

In the last year we trained 220 colleagues in ethical trading, including the ETI standard on forced labour. We commit to a further roll out of this training to all trading and commercial staff (encompassing an additional 110 staff) in the year ahead and will issue regular communications to support this.

A handwritten signature in black ink, appearing to read 'A Spindler', with a long, sweeping horizontal stroke at the end.

Angela Spindler, CEO