



Anti-Slavery and Human Trafficking Statement 2019

INTRODUCTION

Gordons Chemists are committed to improving our practices to combat slavery and human trafficking. The company make all endeavours to ensure that our supply chain are not in breach of the UK Modern Slavery Act 2015 and our Slavery and Human Trafficking policy. We are committed to reviewing our processes and procedures on a regular basis and welcome open communication.

ORGANISATION'S STRUCTURE / OUR BUSINESS

We are a family owned company based within the Community Pharmacy sector. We are registered as N & R Gordon Limited and our head office is based in 74 Scarva Road, Banbridge, Co Down, BT32 3QD. We have over 750 employees and operate in Northern Ireland and Scotland.

OUR SUPPLY CHAINS

Our supply chains include companies who provide pharmaceutical and retail product items. We also use a number of professional service providers.

Our approach regarding our supply chain is that we are not prepared to engage with companies that breach our core principles and slavery and human trafficking legislation. Gordons Chemists will only trade with those suppliers who fully comply with our policy or those who are taking verifiable steps towards compliance.

We will complete due diligence processes before engaging with new suppliers.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We have robust policies and processes to ensure there is no exploitation of workers and that all current and prospective employees are treated fairly.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING / SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we identify and mitigate risk through the completion of due diligence on all new suppliers and regularly review our supply chain.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

TRAINING

To ensure a high level of understanding to the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide awareness training to our key staff, particularly those who are most likely to encounter such risk or be involved with that level of decision making.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will review and 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. We will take any relevant steps or measures as a result of this review.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes N&R Gordon Limited trading as Gordons Chemists slavery and human trafficking statement for the financial year end April 2019.



Director Signature:

(On behalf of the Board of Directors)

Print Name: Robert Gordon

Date: 27 August 2019