

Anti-Slavery Statement 2015/16

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Nisa Retail Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Nisa is committed to acting ethically and with integrity and transparency in all business dealings.

Our Business

Nisa is a member-owned buying organisation supplying products (both food and non-food) to and maximising business performance for approximately 1,200 of its members who operate as independent retailers. Nisa has its head office in Scunthorpe (North Lincolnshire) in the United Kingdom, with various distribution centres based around the United Kingdom.

Due diligence

Nisa has carried out a comprehensive risk assessment process and will continue to conduct further analysis against the main identified risks. Mitigation of the main identified risks will include joining a monitoring and reporting organisation such as the Supplier Ethical Data Exchange (Sedex), a membership organisation with a secure online database whereby members post information on their respective labour standards, health and safety, the environment and business ethics in addition to self-assessment reports. Becoming a member of Sedex (or such other similar organisation) will assist Nisa in collecting and analysing information on ethical and responsible business practices in its supply chain.

For any suppliers who are not members of Sedex (or such other similar organisation) Nisa will work with them collaboratively to assist them in joining Sedex (or such other similar organisation) by the end of 2017. In the event any supplier does not join Sedex (or such other similar organisation), Nisa will assess the risk to its business of continuing to trade with that supplier.

Nisa will also incorporate safeguards into the contractual terms agreed with the suppliers.

Our Policies and procedures

As part of Nisa's commitment to ensuring that there is no modern slavery or human trafficking in its supply chains, Nisa has the following internal policies to ensure that it is conducting business in an ethical and transparent manner:

- **Recruitment** - Nisa conducts robust checks on any new employee - including eligibility to work in the UK - to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing Policy** - Nisa has a whistleblowing policy and a confidential telephone contact so that all employees can raise any concerns that they might have without fear of reprisals.

Approval of this Statement

This statement has been approved by the Board of Directors on 30 June 2016.

Name (Director): Nick Read

Position: CEO

Signature:

A handwritten signature in black ink, appearing to read "Nick Read", written over a dotted line. A horizontal line is drawn below the signature.

Date: 30 June 2016