

# Modern Slavery Statement, 2018 update

## Introduction from the Managing Director

Modern Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our businesses and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

## About Us

Pavers and Pavers Holdings is one of the UK's leading shoe retailers, with a focus on comfort, style, quality and affordability. The business was founded by Catherine Paver in 1971, and remains family owned today.

Headquartered in York, we've grown significantly and now operate as an omnichannel retailer, selling our products via 135 Pavers stores nationwide, pavers.co.uk, catalogues and TV (Sky channel 678).

We continue to diversify – with the acquisition of Jones Bootmaker and Herring Shoes – allowing the business to broaden its product offering. In addition to growing as a business, we've also been recognised for our commitment to our staff and have been awarded the prestigious Investor in People accreditation – the international standard for good business practice.

Pavers Shoes was born in York in 1971, founded by Catherine Paver and remains' a family run business to this day.

The business continues to diversify and has recently announced the acquisition of Jones Bootmaker and Herring Shoes, allowing the business to broaden its product offering.

As a family owned company we appreciated good values, we believe that we should do the best that we possibly can for our customers, and be honest, reliable and trustworthy. We pride ourselves in delivering to all of our customers, whether visiting one of our stores, calling our head office customer service department or ordering online, "the Pavers Experience," excellent value for money, great quality footwear, in pleasant surroundings and with exceptional service.

Our dedicated buying team source our footwear from all over the world, meaning our supply chain spans internationally. We are working hard to ensure that the values and theirs we pride ourselves with can be seen across the whole of our supply chain.

## Addressing Modern Slavery

Many think of slavery as a relic of history, eradicated in the nineteenth century by the abolitionist movement. Unfortunately, slavery continues to flourish in the modern world. Modern Slavery refers to situations of exploitation that a person cannot refuse or leave, because of threats, violence, and coercion, abuse of power or deception. (1)

## Our policy on Modern Slavery and Human Trafficking

We are committed to working hard to ensure that there is no Modern Slavery or Human Trafficking in our supply chain, or in any part of our business.

We are committed to acting ethically and with integrity in all of our business relationships and are taking steps to enforce effective systems and controls to ensure that no Modern Slavery or Human Trafficking occurs anywhere in our supply chain in the UK and internationally.

## Our due diligence processes in relation to Modern Slavery and Human Trafficking in our business and supply chains

As part of our commitment to identify and mitigate risk, we build long standing relationships with our suppliers and make our expectations of acceptable business behaviour, clear. By building these relationships, we are able to engage with our suppliers to ensure that they share our commitment and ethics. With the strength of our supplier relationships we are confident that our tier 1 suppliers to maintain this same relationship with their tier 1 suppliers and so forth.

Pavers and Pavers Holdings have a Zero tolerance approach to Modern Slavery and Human Trafficking and expect all those in our supply chain to take the same approach and to comply with our values.

We are in the process of implementing assessments and audits for all of our suppliers, both national and international. We are also taking steps to pre-screen all prospective suppliers.

Unfortunately, we do recognise that not all countries share our strict legislation, we therefore must identify high risk areas in terms of compliance, and enforce stricter checks.

Over the last year, we started the supplier auditing process for our suppliers, prioritising those whom we identified as being located in high risk areas. This year we are planning to renew the audits with suppliers already assessed and will continue to work hard to ensure that any remaining and prospective suppliers are also included.

We have also implemented a Code of Conduct on Ethical Trading, The Code of Conduct is based on the Ethical Trading Initiative (ETI) Base Code which can be applied, fairly, to all nations. We have already shared our Code of Conduct on Ethical Trading with our core Tier 1 suppliers and have plans in place to continue share our Code of Conduct on Ethical Trading across all areas of the business

As well as incorporating our values into the day to day business which we do with our suppliers, we are also beginning to make a number of our service providers aware of our Code of Conduct on Ethical Trading, prioritising areas which are the most exposed.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and in our business, we provide training to the relevant members of staff.

We have informed all the relevant employees of the Modern Slavery Helpline number and have training sessions in place which will be refreshed each year. We are working on making our Code of Conduct on Ethical Trading more visible, driving this through communication, utilising internal information boards and our own external marketing website.

In addition to this, we plan to make all training and informative documents relating to this area available via an Intranet which is accessible to all colleagues.

This statement is approved by the Board

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Stuart Paver

Managing Director