

## Anti-slavery and human trafficking Statement – 2019

### 1: Opening statement

Meller Group is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers. We commit to uphold the principles of the United Kingdom's Modern Slavery Act 2015, both within the firm and through its relationships with clients and associates.

### 2: Structure of the organisation

Meller Group Limited is a United Kingdom company (No. 5712299) having its registered office at Unit H Bedford Business Center, Mile Road Bedford MK42 9TW. Our shareholders are all employees of Meller Group Ltd. We have four UK Offices and one local Office in China. We have three operating companies in the UK (Meller Designs No 502663 Meller design Solutions 5760284 Cityfax 7810441 and one Chinese subsidiary Meller Shanghai Trading. All these companies are hereafter referred to as "Mellers" and this statement covers them all. Mellers Design / import Fashion accessories, hosiery, Home Fragrance and Beauty products supplying products to some of the World's most progressive and ethical High Street retailers

The majority of Meller Group employees are employed directly and on a permanent basis. Recruitment takes place through reputable agencies and on the basis of referrals from employees within our firm. The identity and right to work in their place of business of all our employees is checked.

### 3: Policies

As part of our commitment to combating modern slavery, Mellers:-

- Has an active policy regarding slavery and human trafficking
- Pays staff fairly for their work and above the United Kingdom's minimum Wage
- Acts ethically and with integrity in all our business relationships
- Identifies, assesses and monitors potential risk areas in our supply chains to mitigate the risk of slavery and human trafficking occurring;
- Protects whistle blowers.

We also ensure our suppliers are aware of our policies, and adhere to the same high standards and we are taking steps to draw this statement and our policy to the attention of our suppliers.

### 4: Risk and compliance

Mellers evaluates from time to time the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain. Our supply chain outside the United Kingdom that produces our products are all manufactured in factories that meet the highest ethical standards. These standards are confirmed through Independent Ethical Audits and further checks are made using our own Audit team. We require that all our suppliers adhere to our anti-slavery Policy. If we were to find evidence of a failure to comply with our policies on this and other matters (eg bribery or corruption) we would immediately seek to terminate our relationship with the relevant supplier.

### 5: Training

Because we consider our business to be at relatively low risk of being involved with slavery and human trafficking, we do not have a specific training programme for our staff beyond making known to them on a regular basis our policy on this and other matters. Employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. They are required to comply with our bribery and corruption policy.

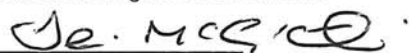
### 6: Further actions and sign-off

Following our review of our actions this financial year (ending 30<sup>th</sup> December 2018), we are satisfied that our business continues to pose little opportunity for human exploitation, either directly within Mellers and through interactions with our suppliers.

This statement, approved by the Board of Meller Group, is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Mellers slavery and human trafficking statement for the financial year commencing 1 January 2018 and ending 31<sup>st</sup> December 2018.

Signature:

\_\_\_\_ Date: 28/03/19



John McGrath

Director

Meller Group Ltd, Unit H Bedford Business Center, Mile Road, Bedford, MK42 9TW