

MODERN SLAVERY STATEMENT

This statement sets out the actions of Pricecheck Toiletries Limited to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking within the organisation and throughout its supply chains. We are committed to maintaining transparency across our operations and supply chains and to actively addressing the risks of modern slavery, in line with our obligations under the Modern Slavery Act 2015. We also require our suppliers to apply these standards throughout their own supply chains and to ensure their suppliers do the same. This statement relates to actions and activities during the financial year 1 May 2025 to 30 April 2026, and outlines proposed activity for the current year. This statement has been approved by the Board of Directors.

Pricecheck is satisfied that there is no evidence of any modern slavery or human trafficking within its own organisation and remains committed to not knowingly support or deal with any business involved in slavery or human trafficking. However, we remain committed to ensuring that this doesn't become complacency and that we continually review our processes and standards to reflect changing business practices and diversification.

Pricecheck is a global distributor of fast-moving consumer goods, trusted by customers in over 100 countries. With more than 45 years of experience, the company has evolved from its wholesale origins into a strategic brand distribution partner, helping leading and emerging brands succeed across retail, pharmacy, discount, grocery, fashion, DIY, food service, and digital channels.

Pricecheck operates from two sites in South Yorkshire (Sheffield and Rotherham). Sheffield comprises of all administrative and trading processes, along with distribution processes. Rotherham is made up of mainly distribution processes, with some administrative processes. Our total head count is approximately 350, with agency workers available when needed.

Pricecheck is also the parent company of a non-UK subsidiary: Pricecheck Brand Partners BV. Pricecheck Brand Partners BV follows and upholds this policy within its organisation and its supply chains.

Whilst we are based in South Yorkshire, we buy and sell fast moving consumer goods from across the world. We recognise that imported goods from sources outside of the UK and the EU are potentially more at risk of slavery and human trafficking issues, and therefore, the level of management control required for these sources will be continually monitored.

As part of the Company's due diligence process:

- We have introduced and implemented a robust Supplier Code of Conduct, where we have requested that our partners sign to demonstrate a shared commitment to ethical sourcing and responsible business practices. Return rate of the Code will form a key metric for the coming year.
- In the last 12 months, we have become a member of SEDEX (Supplier Ethical Data Exchange), one of the world's leading ethical trade platforms.
- We make market trips to visit as many customers and suppliers as possible to view their operations in practice.



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- We also make use of the Modern Slavery Registry when assessing larger prospective new suppliers (with an annual turnover above £36m) as part of our due diligence checks.
- Where possible, we seek to ensure that our own-brand products are manufactured within the UK and work only with reputable organisations that can demonstrate shared values and high ethical standards. Where local manufacturing is not possible, we undertake appropriate due diligence on our manufacturing partners and assess their commitment to ethical labour practices, human rights, and compliance with applicable laws. We expect all manufacturing partners to adhere to our Supplier Code of Conduct and to maintain effective controls to prevent modern slavery and human trafficking within their operations and supply chains.

Any concerns regarding labour practices within our supply chain are investigated promptly and appropriately. Where significant concerns are identified and cannot be satisfactorily addressed, we reserve the right to suspend or terminate the trading relationship.

Pricecheck operates a number of policies that protect our people from unfair treatment and promote a fair and inclusive workplace:

Our employee **Code of Conduct** outlines our expectations that all employees act, and are seen to act, with the highest standards of conduct and integrity. The Code of Conduct is intended to compliment the other Company policies available in terms of acceptable levels of behaviour, including but not limited to Equality, Diversity and Inclusion, and Dignity at Work.

Our **Dignity at Work** policy demonstrates a commitment to maintaining a workplace where all employees, contractors, and third parties are treated with dignity and respect, free from bullying, harassment, victimisation, and discrimination. All complaints will be taken seriously, investigated promptly, and may result in disciplinary action where appropriate, with protection provided to those who raise concerns in good faith. Should an employee feel that any area falls short, our **Grievance** policy is in place to deal with such matters fairly and consistently.

The **Ethics** policy outlines our stance in conducting business ethically and responsibly, respecting human rights, protecting workers' rights, and promoting fair and equal treatment throughout our operations and supply chain. We maintain a zero-tolerance approach to slavery, bribery, corruption, harassment, and discrimination, and we expect the same standards from our employees and business partners. The policy also outlines our stances on minimising environmental impact and ensures all business activities are carried out lawfully and with integrity.

Our **Whistleblowing** policy encourages all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can call the whistleblowing advice line for public concern at work: 0203 117 2520 (<https://protect-advice.org.uk/>)

We recognise that an area of potential exposure would be through our use of recruitment agencies for the provision of temporary workers as we appreciate that employment insecurity can make workers more vulnerable to exploitation. In order to mitigate this, we focus on prevention, monitoring and protection, working very closely with our agency partners. Pricecheck uses only specified, reputable employment agencies to source temporary labour and always verifies the practices of any

new agency it is using before accepting workers from that agency. Agency workers are based across both sites where we control working hours, and they work for us exclusively whilst contracted to us.

Additionally, we are committed to increasing awareness for all employees and empowering them with knowledge in how to identify signs of slavery and human trafficking, what initial steps should be taken if it is suspected and offering protection after a disclosure. Posters are displayed throughout the organisation raising awareness of what to look out for and where external help is available. Where appropriate, specialist training will be provided to the relevant People Team members, who will then be responsible for disseminating the training where required.

Our KPI's are assessed annually, and they confirm that no instances of modern slavery have been detected within the company or its supply chain and no relevant whistleblowing events have been reported. We will keep our approach under review and where proportionate, use indicators to understand effectiveness such as completion of training, evidence of modern slavery considerations in procurement activity, the return rate of Supplier Codes of Conduct and the number of concerns raised and addressed through our reporting routes. We will undertake additional auditing of our largest suppliers where the supplier is the brand owner / manufacturer and where appropriate, seek to agree amendments to trading arrangements to ensure compliance throughout the supply chain.

The Board of Directors and leadership team will undertake responsibility for implementing this Policy Statement and its objectives, which will be reviewed and published annually.

Signed:



Mark Lythe
Joint Managing Director

1 June 2026