

September 2023

Introduction

Our Organisation and Supply Chain

Supporting Policies

Modern Slavery Policy Statement

This statement sets out Miller Harris Fragrances Limited's actions 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 in its own business and its supply chains. We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

From here on in Miller Harris Fragrances Limited will be referred to as Miller Harris or 'the Company'.

Our principal business is the distribution and supply of the Miller Harris range of fragrance and related products.

The Company is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships. We have supply chains that exist to support the production and manufacture of our products as well as networks that deal with the transportation of our products, and the operation of retail stores.

The Company has a number of internal processes and policies which underpin our approach to reducing the risk of modern slavery in any part of our business and our supply chain. These include:

- Right to work checks
- Whistleblowing Policy
- Data Protection Policy
- Anti-Bribery and Fraud Policy
- Health and Safety Policy Statement
- Working Hours Policy

Due Diligence

We continue to monitor all suppliers, in particular those we believe present high modern slavery risks in our supply chain. This includes those who support the procurement of goods and materials for sale. Our due diligence includes regular meetings with partners and stakeholders. In the event of a supplier's or a contractor's failure to provide requested information with regard to their working conditions, governance or policies may result in not entering, suspending or terminating the relationship with a supplier or contractor.

Training

We will continue to provide advice and guidance to those teams who have direct responsibility for relevant supply chains. Our senior team and any relevant team members will participate in modern slavery training.

Compliance

The Directors shall be responsible for implementing and monitoring compliance with this Modern Slavery Policy Statement and its objectives.

This statement is made pursuant to section 54 of the UK Modern Slavery Act (2015) and constitutes our modern slavery and human trafficking statement for the financial year ending March 2024.

Signed on behalf of Miller Harris Fragrances Ltd:



Jon Graham
CEO
Miller Harris Fragrances Ltd