

Modern Slavery Act 2015 Slavery and Human Trafficking Statement for MH Star UK Ltd

Introduction

It continues to be a priority for MH Star UK Ltd to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

Organisation's structure

We are a provider of Wholesale Services and 3rd Party Logistic Services. We are a part of the Aosom International Group (Group). Our Head Office is in London. We operate in 7 countries worldwide.

Our business

Our business is organised into 7 business units:

- London (Head Office)
- Bury St Edmonds (Fulfilment centre)
- Peterborough (Fulfilment centre)
- Doncaster (Fulfilment centre)
- Northampton (Fulfilment centre)
- Bedford (Fulfilment centre)

Our supply chains

We have an extensive supply chain, which covers a wide range of products and services across multiple suppliers, which each present different levels of risk and management requirements.

We continually evaluate how to identify and address risks in each category of our supply chain, including those related to modern slavery and human trafficking. To map and mitigate risk, we use a variety of methods which allow us to undertake due diligence on our suppliers and ensure that we have appropriate policies and contractual terms in place, so that our suppliers understand the standards that we require of them. To the extent that our suppliers do not adhere to our standards, there can be material consequences, including the termination of our relationship with them.

Our annual UK spend with external suppliers under the management of our Supply Chain Services team was approximately £100m in FY22, with goods and services sourced from 3 suppliers.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Modern Slavery Policy 2023 reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence procedures for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place the following:

- Before we work with a new supplier, we undertake a risk assessment to indicate the risk level of forced labour, modern slavery or human trafficking with that supplier.
- In circumstances where we identify a high risk of forced labour, modern slavery or human trafficking, we undertake further due diligence.
- All staff and colleagues are required to report any concerns about any issue of suspicion of modern slavery in any parts of our business or supply chain of any supplier at the earliest possible stage.
- We provide protection for whistleblowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of the following:

- In circumstances of any suspected failure by a supplier to comply with this Statement, we carry out an investigation into that supplier.
- In the event of a breach of this Statement by a supplier is confirmed following an investigation by us, we will review what appropriate action should be taken by ourselves and/or the supplier.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are committed to providing training to our staff.

Our effectiveness in combating slavery and human trafficking

We look to build a partnership with third party organisations to further improve our supply chain transparency and adherence to this Statement, including Supplier Ethical Data Exchange (Sedex).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2022.



Arvind Panchmatia

MH Star UK Ltd

Date: 4/07/2023