

Pup & Kit[®]

Modern Slavery Policy 2023

At Pup & Kit, we are committed to upholding the highest ethical standards in our operations, including the prevention of modern slavery and human rights abuses within our supply chain. We recognise the importance of promoting fair and humane working conditions and expect the same commitment from our suppliers and partners. This policy outlines our dedication to eradicating any form of exploitation, forced labour, and human rights violations from our supply chain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, including being against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners. This policy does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the policy

Pup & Kit has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Pup & Kit has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Compliance with the policy

You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify a Pup & Kit company director, as soon as possible, if you believe or suspect that a conflict with this policy has occurred or may occur in the future you have a duty to report it. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Communication of this policy

This policy will be communicated to all employees, suppliers, and relevant stakeholders. Pup & Kit will make this policy publicly available on its website, demonstrating our commitment to transparency and accountability.

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.