

Modern Slavery Act 2015 - Statement

Introduction from the Managing Director

Modern Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

About Us

Pavers Shoes was born in York in 1971, founded by Catherine Paver and remains a Family Run Business to this day.

As a family owned company we appreciate good values, we believe that we should do the best that we possibly can for our customers, and be honest, reliable and trustworthy. We pride ourselves in delivering to all of our customers, whether visiting one of our stores, calling our head office customer service department or ordering online, "the Pavers Experience," excellent value for money, great quality footwear, in pleasant surroundings and with exceptional service.

Our dedicated buying team source our footwear from all over the world, meaning our supply chain spans internationally. We are working hard to ensure that the values and ethics we pride ourselves with can be seen across the whole of our supply chain.

Addressing Modern Slavery

Many think of slavery as a relic of history, eradicated in the nineteenth century by the abolitionist movement. Unfortunately, slavery continues to flourish in the modern world. Modern slavery refers to situations of exploitation that a person cannot refuse or leave, because of threats, violence, and coercion, abuse of power or deception. (1)

Our policy on Modern Slavery and Human Trafficking

We are committed to working hard to ensure that there is no Modern Slavery or Human Trafficking in our supply chain, or in any part of our business.

We are committed to acting ethically and with integrity in all of our business relationships and are taking steps to enforce effective systems and controls to ensure that no Modern Slavery or Human Trafficking occurs anywhere in our supply chain in the UK and internationally.

Our due diligence processes in relation to Modern Slavery and Human Trafficking in our business and supply chains

As part of our commitment to identify and mitigate risk, we build long standing relationships with our suppliers and make our expectations of acceptable business behaviour, clear. By

building these relationships, we are able to engage with our suppliers to ensure that they share our commitment and ethics. We rely on our tier 1 suppliers to maintain this same relationship with their tier 1 suppliers and so forth as it is not practical for us to maintain these relationships with all links in the chain.

Pavers have a Zero Tolerance approach to Modern Slavery and Human Trafficking and expect all those in our supply chain to take the same approach and to comply with our values.

We are in the process of implementing assessments and audits for all of our suppliers, both national and international. We are also taking steps to pre-screen all prospective suppliers.

Unfortunately, we do recognise that not all countries share our strict legislation, we therefore must identify high risk areas in terms of compliance, and enforce stricter checks.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to the relevant members of staff.

We have informed all the relevant employees of the Modern Slavery Helpline number and have training sessions in place which will be refreshed each year.

References

(1) www.walkfreefoundation.org

A handwritten signature in black ink, consisting of a stylized initial 'S' followed by a horizontal line that ends in a small loop.