

## Modern slavery statement for financial year 2019/2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Qualtex Global Ltd has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced/bonded labour. Qualtex Global Ltd has 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.

### Our business

Qualtex Global Ltd operates in the retail sector, supplying domestic appliances, spare parts and consumables on both a B2B and B2C basis. We currently have physical operations in UK, EU, USA but operate on a global basis due to our online nature. Furthermore, products are sourced from all over the world, with suppliers in UK, EU, USA, China, Turkey, and others.

### Our high-risk areas

While we have a zero-tolerance policy across our entire supply chain, we are aware that products manufactured in China may carry a higher risk.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

**Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

**Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

**Whistleblowing policy.** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

**Code of business conduct.** This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### Our suppliers

Qualtex Global Ltd operates and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. These audits are usually conducted by an appointed agent of the Company. Where practicable, members of the UK-based buying team will visit new and existing suppliers to confirm compliance.

#### Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

#### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

#### Approval for this statement

This statement was approved by the Board of Directors on 25 July 2019. A physical copy of this document is stored at our Head Office in Denton, United Kingdom.