

MAPLIN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Maplin operates retail stores throughout the UK and Republic of Ireland. The products Maplin sell are sourced from a broad range of national and international suppliers. The national supplier relationships are managed by our commercial team in the UK and our international supplier relationships are managed by our dedicated team based in Asia Pacific (Hong Kong, Shenzhen & Taipei).

We have an Ethical Purchasing Policy which sets out our view on child labour, forced labour, conditions of employment, corruption, pay and health & safety. This policy adopts elements of the Ethical Trading Initiative and we share its vision of workers being free from exploitation.

Maplin undertakes to evaluate and address risks of slavery and human trafficking in our supply chain. In addition, through an ethos of Fair Partnership and a Confidential Employee Assistance Programme as described in our Code of Business Ethics, we strive to eradicate similar risks within the Maplin business, both in the UK and Asia.

Our Asia Pacific teams conduct Pre-Assessment visits prior to the on boarding of a new supplier in order to assess their working practices and to consider whether a new supplier operates in a manner which is compatible with Maplin's Ethical Purchasing Policy and Code of Business Ethics and therefore whether or not they are a suitable candidate with whom to do business. Once a new supplier has been assessed to be a suitable candidate with whom to do business the Asia Pacific teams maintain regular visits throughout the lifetime of the business relationship. Thereby ensuring our suppliers uphold the local labour laws and Ethical & Technical standards that Maplin requires.

We will assess any instances of non-compliance on a case by case basis and will carry out remedial action appropriately. Maplin is committed to complying with the changes to regulations with regards to the Modern Slavery Act 2015 and expects our suppliers to comply to.

Maplin also requires its suppliers to provide traceable proof of Ethical Audits that have been conducted by accredited and recognised third parties. This is further enhanced by the employment of a Maplin Self-Assessment Questionnaire, which seeks to identify risks in the supply chain at the earliest opportunity. These questionnaires are reviewed prior to our Pre-Assessment visit, facilitating a more focussed approach on the day of our visit.

Through the Code of Business Ethics and the Ethical Purchasing Policy we seek to promote honest and ethical conduct and support compliance with applicable laws and regulations wherever in the world our business is conducted.

All colleagues are expected to complete training on the Code of Business Ethics. Supply Chain management professionals are further trained and guided by the Ethical Purchasing Policy which covers slavery and human trafficking in supply chains.

Our focus on slavery and human trafficking is part of a larger effort to encourage supply chain transparency and accountability. This statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis.