

Modern Slavery Policy Future Garments t/a Eurox

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1. Policy Statement

1.1. This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Future Garments t/a Eurox 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.

1.2. Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. Future Garments t/a Eurox 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.

2. Our Business

2.1. Future Garments t/a Eurox specialises in providing PPE, workwear, bespoke clothing, and protective clothing to businesses worldwide. Our head offices are based in the UK, with manufacturing sources carefully selected in East Asia.

2.2. All Future Garments t/a Eurox employees have the necessary documentation to legally work in the UK, and no one under the legal minimum age for admission is employed. We ensure our salary/contract packages meet or exceed current employment law standards.

3. Our High-Risk Areas

3.1. Our suppliers and contractors worldwide, specifically those from Chinese and Indian origins, are carefully selected before a contract is agreed. This includes the completion of tenders to ensure all legal requirements are met per our ethical and sustainable procurement policy.

4. Our Policies

4.1. Anti-Slavery Policy

4.1.1. This policy sets out the organisation's stance on modern slavery and explains how employees can identify instances of modern slavery and where they can seek help.

4.2. Recruitment Policy

4.2.1. We operate a robust recruitment policy, including conducting eligibility checks for all employees to safeguard against human trafficking or forced labour.



4.3. Whistleblowing Policy

4.3.1. We operate a whistleblowing policy to ensure employees can raise concerns about colleague treatment or practices within our supply chain without fear of reprisals.

4.4. Code of Business Conduct

4.4.1. This code outlines expected behaviours for our organisation, employees, and suppliers.

4.5. Anti-Corruption and Bribery Policy

4.5.1. This policy establishes the company's zero-tolerance approach to corruption and bribery.

5. Supplier Due Diligence

5.1. Preferred Supplier List

5.1.1. Future Garments t/a Eurox operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before they become preferred, including online searches and on-site audits.

5.2. Supplier Confirmation Requirements

5.2.1. Suppliers must confirm that:

- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers accountable for modern slavery.
- For UK-based suppliers, they pay at least the national minimum wage/national living wage.
- For international suppliers, they pay the prevailing minimum wage applicable in their country of operations.
- Contracts may be terminated if any instances of modern slavery are identified.
- They provide safe and healthy working conditions without harsh or inhumane treatment.

6. Training

6.1. Procurement and Buying Team Training

6.1.1. We conduct regular training for our procurement/buying teams to help them recognise signs of modern slavery and understand how to address suspected instances within our supply chain.

6.2. Supplier Visits

6.2.1. We conduct annual visits to both UK and international suppliers to ensure compliance with our modern slavery requirements.

7. Monitoring and Review



Aqua House, Buttress Way,
Smethwick, Birmingham, B66 3DL



Mon - Fri
8:30 am - 5:30pm



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7.1. Monitoring

7.1.1. We continuously monitor the effectiveness of our modern slavery policies and procedures through:

- Regular audits of supplier compliance.
- Reviewing feedback from employees, suppliers, and stakeholders.

7.2. Review

7.2.1. This policy will be reviewed annually or more frequently if needed to ensure it remains effective and compliant with current laws and best practices.

8. Our Performance Indicators

8.1. The effectiveness of our steps to prevent modern slavery will be indicated by:

- No reports from employees, the public, or law enforcement agencies of modern slavery practices.
- Full compliance with documentation and reporting requirements.

9. Approval and Review

9.1. This policy statement was approved by the Board of Directors and will be reviewed annually or as necessary to ensure ongoing compliance and effectiveness.

Signed:



Kuldip Palak
Managing Director
Date: 04/01/2024



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