

MODERN SLAVERY ACT STATEMENT

Ironmongery Direct Group recognises that all businesses have an obligation to prevent slavery and human trafficking. Every company must do its share to eradicate this modern-day scourge. We will do all in our power to prevent slavery and human trafficking within our business and within the supply chains through which we operate.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Ironmongery Direct Group operates to ensure fairness in the recruitment, retention and development of all employees and it seeks to comply with all applicable employment legislation.

The Company seeks to provide a work environment where employees are treated with respect, dignity, and consideration.

Ironmongery Direct Group monitors its supply chains, and its suppliers so ensure, so far as is possible, that slavery and human trafficking is not taking place within those supply chains.

As part of our commitment to identify and eradicate slavery and human trafficking from within our business and from those businesses with which we interact, we will work closely with our supply chains to ensure compliance with legislative obligations, and we expect those organisations to have suitable anti-slavery and human trafficking policies and processes.

We seek to build long standing relationships with suppliers and to make clear our expectations of ethical business behaviour from them.

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

To report a suspicion or seek advice you can contact the Modern Slavery Helpline confidentially on 08000 121 700. This is open 24 hours a day, 365 days a year.

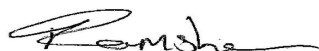
Ironmongery Direct Group will ensure that suppliers adhere to our values.

Ironmongery Direct Group has a zero-tolerance view to slavery and human trafficking, and we expect that view to prevail in our supply chain and contractors.

Management within Ironmongery Direct Group are responsible for compliance in their respective departments, insofar as there is perceived to be a risk of encouraging, engaging or sustaining slavery and human trafficking.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Ironmongery Direct Group slavery and human trafficking statement.

Signed



Date: October 2023

**For and on behalf of Ironmongery Direct Group
Tom Ramshaw – Supply Chain and Operations Director**