

Modern slavery and human trafficking statement

Statement wording

Introduction

This statement sets out Scent Global's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 01 August 2021 to 31 July 2022.

As part of the FMCG wholesaling sector we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensure that its supply chains are free from slavery and human trafficking.

Organisational structure

This statement covers the activities of Scent Global Ltd

- Leading wholesaler of designer and branded fragrance, beauty and haircare.

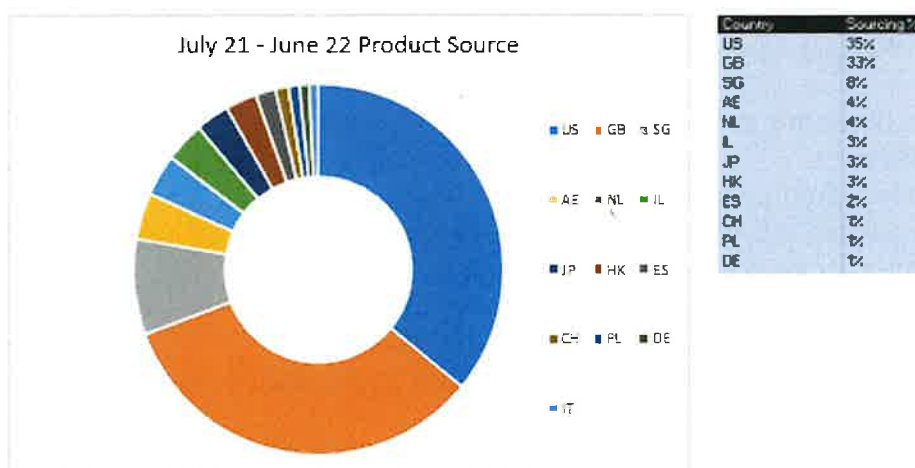
Countries of operation and supply

We currently have premises and operate in the following country:

- England, Manchester

Supply Chains

We currently source product from 13 countries



We do not own any factories and we continue to have long standing relationships with the vast majority of our suppliers.

None of our suppliers are based in a country deemed at high risk of modern slavery per the modern slavery index:

[Countries That Still Have Slavery 2022 \(worldpopulationreview.com\)](https://www.worldpopulationreview.com/countries-that-still-have-slavery-2022)

We reviewed our supplier base on the 09/08/2022 to confirm that this is still the case.

Due to the nature of our business, our supply chain is long and complex, and we have no contact or established route to contact individuals or businesses as the very start of the chain/Manufacturing of a product, we do however enforce a supplier code of conduct

Our supplier code of conduct guidelines are:

- no forced labour or modern slavery,
- no child labour
- fair wages and benefits paid
- lawful working conditions and no discrimination practiced

When hiring in the UK, we follow processes to ensure the future employee has a right to work in the UK and has all the correct paperwork in place.

On completing the right to work checks, we also look for signs of modern slavery.

Risk assessments

We assess all employees working for Scent Global by following the HMRC right to work guidance. We also look for signs of trafficking or modern slavery.

Our process to identify trafficking or modern slavery involves:

Sight of official documents, such as passports and proof of address to assess whether they have control of their own documents.

We also look for the following signs in people

- They appear to be under the control of someone else and are reluctant to interact with others
- They do not have personal identification on them
- They have few personal belongings, wear the same clothes every day or wear unsuitable clothes for work
- They are not able to move around freely
- They may be reluctant to talk to strangers or the authorities
- They appear frightened, withdrawn, or show signs of physical or psychological abuse
- They are dropped off and collected for work always in the same way, especially at unusual times, i.e., very early or late at night.

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations

- **Whistleblowing policy** We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact our HR department or call 101.

In the UK, mechanisms are in place to assist victims of slavery and human trafficking. If we identified a potential victim, we would phone the Modern Slavery Helpline on 08000 121 700 or the police on 101. In an emergency we would call 999

We would use the National Referral Mechanism so that they could be formally identified as a victim of modern slavery and be offered government-funded support

- **Employee code of conduct** Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Supplier/Procurement code of conduct** We are committed to ensuring that its suppliers adhere to the highest standards of ethics and require them to agree to our supplier code of conduct from the outset.

If an issue is identified with a supplier, we will work with them to prepare a corrective action plan and resolve all violations within an agreed upon time period.

- **Recruitment/Agency workers policy** We use only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **Hiring.** We carry out the necessary checks when recruiting people into Scent Global and ensure people are eligible to work in the UK, are paid a fair wage for the role and also have sensible working hours.

We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers. Our due diligence and reviews include:

- evaluating the modern slavery and human trafficking risks of each new supplier based on location and industry.
- Annually evaluating the risk profile for each supplier based off the country and comparing this to the modern slavery country index

- Requiring the supplier to agree to our supply code of conduct.

Training for colleagues

We require our HR professionals to remain competent in the relevant checks that should be made to identify modern slavery. We require our onboarding team to access the supplier risk of being involved in modern slavery.

We provide annual workshops for employees. Training on human rights and modern slavery will be provided for all colleagues via internally run workshops in the next 12 months.

Our modern slavery training will include:

- how to identify the signs of slavery and human trafficking.
- what initial steps should be taken if slavery or human trafficking is suspected; These are:
 - phone the Modern Slavery Helpline on 08000 121 700 or the police on 101. In an emergency always call 999
 - Inform their line manager of any suspicions.
- how to escalate potential slavery or human trafficking issues to the relevant parties within our organisation.
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative.

Employees are encouraged to raise any concerns about suspected modern slavery associated with the Group or our suppliers and should do this either through their line manager or HR

Director approval

This statement has been approved on the 18/08/2022 by our company director Atul Thakrar

Atul Thakrar



Date: 18 - August - 2022 .