



Dear all,

We are proud of the steps we have taken to combat slavery and human trafficking.

DCK are in alliance with the ETI to combat slavery & ensure our entire supply chain is not involved with human trafficking.

We carry out regular independent audits, and random checks on our supply base, to ensure there are no patterns of behaviour which cause alarm. In the instance that any behaviour was found to be encouraging slavery/human trafficking, we would immediately withdraw our custom and report the supplier to the government to ensure appropriate action is taken,

#### **Organisation's structure**

We are part of the DCK Group Limited group of companies, a leading high street fashion jewellery retailer operating with over 15 retailers in 33 countries. The groups have over 300 employees worldwide.

The group has a global annual turnover of £95,000 000.

#### **Our business**

Our business is organised into various business units comprising Retail, Buying & merchandising, Design, Accounts, Payroll, logistics, QC, Warehouse, international support staff (based in China and India).

#### **Our supply chains**

Our supply chains include manufacturing units in Qingdao China, Yiwu, South China, Delhi in India and Bangkok in Thailand, a support office in Qingdao China, various ports of shipment, distribution centres in China, USA and the UK, Our head office is based in Billericay in the UK.

#### **Our policies on slavery and human trafficking**

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. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

#### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### **Supplier adherence to our values**

We have zero tolerance of slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of:

- All new suppliers complete a self-assessment questionnaire before being introduced to our buyers
- All suppliers are audited independently using external auditors to verify the conditions within the self-assessment
- All suppliers are obligated to sign up to the ETI (ethical trading initiative) to ensure they are contributing year on year to ethical trading and the particulars within

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2017



Vivien Thomason/ Creative director

DCK Concessions Limited

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