

MODERN SLAVERY ACT 2015

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. We are committed to acting ethically and with integrity in all our business relationships and enforcing effective processes and controls. Our Board and Senior Management Team recognize the importance of this statement and its objectives and shall further develop policies to safeguard against this taking place.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our human trafficking statement for the financial year ending 2020.

OUR BUSINESS

Our business, which was established in 1969, supplies domestic appliances, spare parts and consumables to both trade partners and consumers and maintains an appliance repairs network. We currently have physical operations in the UK and Europe that purchase from our global suppliers, the majority of which are based in the UK, Europe and Asia.

EUROPEAN SUPPLY EXPANSION

In the UK, we purchase from a long standing approved supplier list. With this in mind and to ensure compliance with our modern slavery requirements, our focus is to replicate this supplier base within our European distribution centre. We began this process in 2020 and replicating suppliers, predominately from our European supplier base, remains a key focus for 2021. In 2021 we will also merge our French trade business and their supply chain with our main European Distribution warehouse and do our due diligence to ensure suppliers comply with modern slavery laws.

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. We have a zero-tolerance approach to modern slavery and which reflects our commitment to act ethically and with integrity in all our business relationships and our commitment to implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place a designated Modern Slavery and Human Trafficking Policy.

Our Modern Slavery and Human Trafficking Policy demonstrate 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 PROCESS 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 and ensure that our suppliers are selected through a robust supplier selection process.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.

- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.
- Ensure our terms and conditions on invitation to tender documents contain a clause on human rights issues
- Arrange training for all relevant staff

TRAINING AND COMMUNICATION

We will share this statement with all employees through our internal communication channels and a copy of this statement is available on the CDSL website www.cdsl.co.uk

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to roll out relevant training to our supply chains teams to make them aware of the act.

EMPLOYEES

CDSL operates a number of policies and procedures to ensure that we act in an ethical and transparent manner at all times. All of our HR policies guide employees on the expected standards of conduct and behaviour. Of particular note is our:

- Robust recruitment process that is fair and lawful that incorporates employment checks such as right to work.
- Whistleblowing policy through which employees can report any concerns about suspected slavery or trafficking.

WHAT WE ACHIEVED IN 2020

- Reviewed the master spreadsheet of all suppliers and measured against risk in the supply chain process
- Assessed high risk suppliers identified and reviewed all responses to MSA questionnaires received
- Began to replicate the UK OEMs supply directly with European OEMs to give continuity of this managed supply chain

FURTHER STEPS

We intend to carry out the following:

- Introduce a new audit process for key Far-Eastern factories
- Introduce a new supplier code of conduct
- Merge our French trade business and their supply chain into our main European Distribution warehouse

BOARD APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, has been approved by the Board of Directors and will be updated annually in line with the act's reporting requirements.



Andrew Sharp
CEO