

Modern Slavery and Human Trafficking Statement

Introduction

Marks Electrical fully supports the government's objectives to eradicate modern slavery and human trafficking.

About Marks Electrical Limited

We sell major and small domestic appliances and consumer electronics in the UK and deliver them via our in-house logistics team and carefully selected third-parties. We also provide additional services such as the installation of new and collection of old products, along with offering consumer finance and extended warranties.

Marks Electrical employs around 200 people across its office, warehouse, and distribution operation. Further details on the structure of our business and Corporate Social Responsibility Policy are available upon request.

About our supply chain

Marks Electricals' supply chain can be split into four defined areas, products for resale, office and warehouse supplies & consumables, and logistics and services.

Products and services for resale

We are committed to providing safe, quality products and services to our customers. We sell a variety of major domestic appliances and consumer electronics, manufactured all over the world. We take a considered approach to our sourcing strategy, building strong relationships with trusted household brands to enable long term partnerships. Marks Electrical has been working with the majority of its suppliers for over 30 years. It is our goal to continue to work with our suppliers to exceed customers expectations, and we expect our suppliers to conduct their operations in a socially and environmentally responsible manner, aligning with our ethics and values.

We understand that our key exposure to slavery and human trafficking is in our supply chain. We communicate with our suppliers on the standards we expect by sharing our Ethical Trading Policy, which prohibits forced, bonded, involuntary prison or slave labour and we require our suppliers to comply with anti-slavery, labour and wage laws.

Office and warehouse supplies and consumables

Other supplies and consumables used throughout the business are sourced from local businesses who we have built strong relationships with. We engage with reputable businesses and share with them our Ethical Trading Policy to show the standards that we expect.

Logistics

We operate our own distribution fleet and the majority of our drivers are employed by us, with temporary drivers procured through local & national recruitment firms with robust anti-slavery policies. Our on-site fuel is sourced locally and the fleet itself is procured from Mercedes Benz, a global automobile manufacturer with high ethical standards.

In addition to our own fleet we also distribute our goods using recognised distribution businesses such as DPD, who have comprehensive anti-slavery policies and ethical trading standards. [Services](#)

We acquire various services, from general maintenance and cleaning to professional and legal support. For cleaning and maintenance, we utilise local self-employed individuals and we ensure we always pay above national minimum hourly rates and carry out right to work in the UK assessments. For legal and professional services we use reputable firms with high ethical standards.

Our policies, procedures and due diligence processes

Our policies are aligned to and ensure adherence to local law and international labour standards. The key principles covered by our policies are:

- Employment is freely chosen
- Working conditions are safe and hygienic
- Child labour shall not be used
- Legal living wages are paid
- Working hours are not excessive or forced
- No discrimination is practised
- Regular employment is provided
- Inhumane treatment is prohibited

Marks Electrical's modern slavery commitments are outlined in our Ethical Trading Policy. This Policy provides trade requirements for the Marks Electricals' supply chain, which all suppliers must adhere to.

Prior to entering into agreements with new suppliers the Policy is presented to them and acknowledgement of the policy is required by the supplier. This aims to ensure that manufacturer suppliers have their own clearly defined ethical working practices including suitable anti-slavery and human trafficking policies and processes within their businesses and confirmation that they comply with the requirements of the Modern Slavery Act 2015.

Within the next twelve months training will be provided by a third party to all staff that procure goods and services, to improve awareness and competency around modern slavery and emphasis its importance.

An assessment will be carried out with a third-party to determine the inherent supply chain risks, with a strategy being formulated in coordination with the third-party advice to mitigate the inherent risks in our supply chain.

Moving forwards

Going forward, in addition to the training referenced above, we intend to continue our work to enhance our supplier due diligence process. We recognise that due to the large number of supplier relationships throughout our business a risk-based approach is appropriate in seeking to ensure that there is no slavery or human trafficking in our business or our supply chain.

We have established a process to allow the company to identify its higher risk relationships which enable us to tailor our supplier due diligence accordingly. We are continuing to refine this process. To ensure a high level of understanding the risks of modern slavery and human trafficking in our supply chains and our business we are developing the training available to our staff, and we encourage them to identify and report any potential concerns to HR, the CFO, or the Board, which will be investigated promptly and confidentially, in accordance with the company's Whistleblowing Policy.

We will assess any instances of non-compliance on a case-by-case basis and tailor any remedial action appropriately.

Monitoring compliance

The Board of Marks Electrical takes responsibility for implementing the objectives set out in this statement, monitoring progress of our efforts in this area, and addressing any issues (should they arise).

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Marks Electrical Limited's anti-slavery and human trafficking statement for the financial year ending 31 March 2022. It sets out the steps taken, and those which Marks Electrical Limited intends to take in the future to prevent modern slavery and human trafficking in our supply chains or in any part of our business.

This statement has been approved by the Board of Marks Electrical Group plc on 16 September 2022.

A handwritten signature in black ink, appearing to read 'Mark Smithson', enclosed within a hand-drawn circle.

Mark Smithson
Chief Executive Officer
Marks Electrical Group plc