

Anti Slavery Statement

This statement has been published in accordance with the UK Modern Slavery Act 2015. It sets out the steps taken by C. Brewer & Sons Limited, its UK subsidiaries, Rowleys Contracts Limited and Eurodec Limited, and its US subsidiary, Wallpaperdirect Inc, to combat modern slavery, servitude, forced labour and human trafficking – together, these are known as 'modern slavery' - in its own business and supply chain for the financial year ending 31 December 2019. This statement includes what action we will take in 2020.

We, C. Brewer & Sons Limited, do not tolerate any form of modern slavery. We are committed to ensuring that there are no acts of modern slavery or human trafficking within our business or from our supply chain, our sub-contractors or our partners.

Responding to COVID-19

Although the COVID-19 pandemic has not directly impacted the content of this statement, the pandemic is, and remains, a challenging time for us, our colleagues, customers, suppliers and to society as a whole. We have seen the pandemic have an effect on demand and on our supply chains. With the pandemic continuing to evolve, we don't know what the full impact will be but we remain committed to supporting the health and safety of our colleagues, customers, suppliers and communities.

Who we are

We are the UK's largest independent decorator's merchant. C. Brewer & Sons Limited has its head office in Eastbourne, England and has over 1200 employees between 176 stores in the UK. We also trade in the UK under the business names "Brewers", "Cane Adam" and "Fred Williamson & Sons". We source products and materials offered for sale by our US subsidiary, Wallpaperdirect Inc, and we fulfil orders on behalf of it.

Our supply chains

We work with a large network of suppliers. Our due diligence into our supply chain identified that less than seven per cent of the products sourced are from locations outside of the UK or European Community which are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources is continuously monitored and improved, including an understanding of what controls the suppliers themselves have in place. We will not knowingly support or deal with any business involved in modern slavery.

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.

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Supplier adherence to our values

We recognise the most significant modern slavery risks to our business are in our supply chain – primarily with those suppliers based outside the UK and EEA. We will continue to undertake due diligence into our suppliers and prospective suppliers, and seek agreement as to adherence to our values, including our

To further adherence to our values, we consider we should develop a supply chain compliance programme. This will require involvement from a number of departments within business including those with responsibility for: legal and compliance; human resources; procurement; and sales. We intend to develop this during the course of this year.

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 and have ensured our directors and senior management are responsible for providing adequate resources and sufficient training and investment to ensure that slavery and human trafficking does not take place within our organisation or our supply chains.

Future Plans - 2020

Following a review of the effectiveness of the steps we have taken in 2019 to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking in 2020:

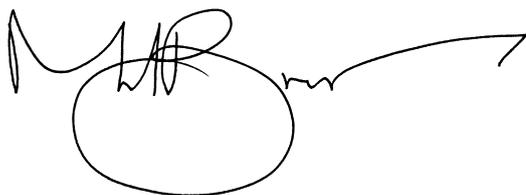
- Our Directors and senior management will continue to be responsible for implementing this statement.
- We will ensure that we have adequate resources to train our staff – see 'Training' above, as well as extend our training programme to additional key individuals within the business.
- We will write to those suppliers we have identified to be more at risk (being the seven per cent not located within the UK and EEA) to understand what controls and measures they actively have in place to combat modern slavery.
- We will develop a supply chain compliance programme.

Statement approval

This statement was approved on 22 July 2020 by the Board of Directors of C.Brewer & Sons Limited. It is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2019.

Entities covered by this statement

This statement covers C.Brewer & Sons Limited C. Brewer & Sons Limited, its UK subsidiaries, Rowleys Contracts Limited and Eurodec Limited, and its US subsidiary, Wallpaperdirect Inc,



Mark Brewer
Chairman