

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, Wallpaper Direct Inc, (together, the Brewers Group) 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 2020. This statement includes what action we will take in 2021.

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 and the Brewers Group businesses or from our supply chain, our sub-contractors or our partners.

Responding to COVID-19

The global Covid-19 pandemic has created unprecedented circumstances for the retail industry. We have had to temporarily close stores at times due to ‘lockdown’ measures and, where stores are open, we have had to introduce social distancing measures which has led to a reduced footfall in store. In turn, this has had a corresponding impact on the employment of colleagues: we had to furlough some staff. Recognising this impact, we have focused on a number of mitigating measures, including developing our e-commerce offering and effective re-opening plans for stores, and lowering operating costs. The pandemic remains a challenge for us, our colleagues, customers, suppliers and to society as a whole. We are committed to supporting the health and safety of our colleagues, customers, suppliers and communities and to seeking to eliminate modern slavery or human trafficking within the Brewers Group business.

Who we are

We are a provider of home decorating products and services, as well as interior home furnishings through our ‘Brewers Home’ brand. Our principal activity, and that of the Brewers Group, continues to be the business of wholesale and retail decorators’ and builders’ merchants.

C. Brewer & Sons Limited has its head office in Eastbourne, England and has over 1,300 employees across 180 stores in the UK. We also traded in 2020 in the UK under the business name “Cane Adam”.

The Wallpaper Direct Inc is an e-commerce business based in Tennessee, USA. It continues to grow and turnover increased to £4.1 million in the financial year ending 31 December 2019. It has three employees. We source products and materials it offers for sale and we fulfil orders on its behalf.

In June 2021, Rowleys Contracts Limited and Eurodec Limited were struck off and dissolved. The Brewers Group will solely comprise C. Brewer & Sons Limited and its US subsidiary, Wallpaper Direct Inc, plus a number of dormant subsidiary companies.

Transparency

In 2020, we became a member of the [tiscreport.org](https://www.tiscreport.org), the World’s largest open data platform committed to ending corruption, supply chain labour abuses and modern slavery. We uploaded our anti-slavery statement for 2020 to the TISC register as part of our commitment to transparency and the drive against modern day slavery.

We acknowledge the UK Government launched its own modern slavery statement register in February 2021 and we will add this statement to that registry ahead of it becoming mandatory to do so.

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Our supply chains

We work with a large network of suppliers. As mentioned in last year's anti-slavery statement, we have identified that less than seven per cent of the products we source are from countries outside of the UK or European Economic Area (EEA). We consider that it is those suppliers outside the UK and EEA which are potentially more at risk for slavery/human trafficking issues, but we acknowledge that slavery/human trafficking may also occur within the UK and/or EEA. Our focus in 2021 is to improve monitoring of all our suppliers, starting first with those based outside the UK and EEA. We are in the process of implementing a new due diligence questionnaire for use with suppliers. We will not knowingly support or deal with any business involved in modern slavery irrespective of where they are located.

Our policies on slavery and human trafficking

We remain 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. Our Anti-slavery Policy was last reviewed in July 2020, and it is due to be reviewed and, if necessary, updated in 2021.

We regularly review, and update as appropriate, the Brewers Group's Staff Handbook which sets out the Code of Conduct and embodies the Brewers Group's culture, purpose and values (including in relation to slavery and human trafficking). The Staff Handbook provides guidance to the Brewers Group's employees and contractors on the high standards of professional and ethical conduct expected of them and aims to preserve the Brewers Group's reputation for high standards of conduct.

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.

Through our due diligence processes, we hope to be able to identify which suppliers should be prioritised for an ethical audit. We may consider appointing a competent third party to carry out such ethical audits. 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 those set out in our anti-slavery policy.

To further adherence to our values, we are developing and improving our supply chain compliance programme. A number of departments within business including those with responsibility for: legal and compliance; human resources; procurement; and sales are contributing to this programme.

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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.

We recognise we need to improve training and intend to increase the number of employees who complete a learning module on modern slavery as part of our training. The aim of this training is to ensure all relevant staff have an awareness of modern slavery and its relevance to our business.

We will seek to introduce regular training sessions to build awareness of modern slavery and ethical sourcing risks among key employees, including those responsible for overseeing our modern slavery due diligence and buyers of products, with the aim that these key employees are better placed to identify good and poor practices in our supply chain.

Future Plans - 2021

Following a review of the effectiveness of the steps we have taken in 2020 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 2021:

- Our Directors and senior management will continue to be responsible for implementing this statement.
- We will monitor our progress against this (and last year's) statement and take further steps to reduce the possibility of modern slavery in our supply chain.
- 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 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 21 July 2021 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 2020.

Entities covered by this statement

This statement covers C. Brewer & Sons Limited and its US subsidiary, Wallpaperdirect Inc, It also covered C. Brewer & Sons Limited's two UK subsidiaries, Rowleys Contracts Limited and Eurodec Limited, whilst they traded.



Mark Brewer
Chairman