

## **Gem Imports Limited Anti-Slavery and Human Trafficking Statement**

Gem Imports Ltd is one of the UK's leading value variety wholesale distributors.

As a responsible wholesaler who sources products from a large number of suppliers, both in the UK, and from across Europe, South East Asia and China, we recognise that there is a risk, however small, that instances of slavery and human trafficking could occur within our supply chain. As many of our suppliers are large blue-chip organisations who have their own comprehensive procedures and policies in place, we focus our efforts on areas where other forms of verification are required by ourselves or our sourcing agents.

Gem Imports Ltd supports the promotion of ethical business practice and policies to protect workers from any kind of abuse or exploitation. We work closely with our sourcing agents who only source items that comply with our Ethical Trading Policies and all local and international human trafficking and modern slavery laws.

We source and import the majority of products from China, our items are mainly machine manufactured goods, as opposed to handmade products that require a high degree of labour and hand tooling, therefore, the risk of slavery and human trafficking in our supply chain is low. Where we import goods through third parties, the sourcing agent's suppliers are assessed via onsite audits, questionnaires or desktop reviews.

We train relevant employees to ensure that there is complete awareness around the risks of slavery and human trafficking occurring in our supply chains. Employees working within the business's sourcing team fully understand and help enforce Gem Imports Ltd Ethical Trading Policy.

We continue to revise our procurement procedures and our terms and our conditions of supply. We require all suppliers to comply with the company's Ethical Trading Policy before we enter into any contractual arrangement with them. In addition to the Ethical Trading Policy, we require our suppliers to confirm compliance to anti-slavery and human trafficking laws.

Compliance with Gem Imports Ltd Ethical Trading Policy and Anti Bribery and Corruption Policy is a condition of doing business with us. If we are aware of any instances where a supplier has a slavery or human trafficking issue, or a supplier fails to provide us with the requisite assurances, we will not do business with them.

In the event of any suspected failure by a supplier to comply with our Ethical Trading Policy, Gem Imports Ltd will investigate. In the event of a breach of this policy, we will review the relationship with the supplier and take the appropriate remedial action, including terminating the relationship.

Gem Imports Ltd will continue to evaluate the effectiveness of our human trafficking and slavery eradication efforts, to look to collaborate with both our buying agencies and with our direct suppliers to work to further develop guidance and tools to address the question of modern slavery within our supply chains.

This statement is made under section 54(1) of the Modern Slavery Act 2015 and constitutes Gem Imports Ltd slavery and human trafficking statement. This statement has been approved by Gem Imports Ltd managing director and will be reviewed annually.

**Approved by the Board of Directors of Gem Imports Ltd January 2025 and signed on its behalf by Rebecca Ruding, Operations Director**

A handwritten signature in black ink, appearing to read "Rebecca Ruding", written over a horizontal line.