



Modern Slavery Act 2015

Slavery and Human Trafficking Statement for the financial year ended 28 December 2019

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes our slavery and human trafficking statement for the financial year ended 28 December 2019. It sets out the steps that Savers Health and Beauty Limited (“Savers”) has taken and will continue to take to prevent modern slavery or human trafficking from taking place within our business and supply chain. This statement relates to business activity during the financial year ended 28 December 2019 and builds on our modern slavery statements for the years 2016, 2017 and 2018.

Group Structure and Business

Founded in 1988, Savers specialises in branded health, home and beauty products at everyday low prices, and is a wholly-owned subsidiary of A.S. Watson (Health & Beauty UK) Limited (“ASWHBUK”), which is a member of the A.S. Watson Group, ultimately controlled by CK Hutchison Holdings Limited, listed on The Stock Exchange of Hong Kong Limited. Savers has approximately 500 stores across the UK, employing around 5,000 people.

Modern Slavery Strategy and Due Diligence

Our Modern Slavery Taskforce (the “Taskforce”) consists of representatives from across ASWHBUK, including representatives from Savers, and continues to build on the work that has been carried out since 2016.

The Taskforce is responsible for:

- monitoring, reviewing and reporting on activities and initiatives that are underway to help mitigate modern slavery risk areas that have already been identified; and
- developing our modern slavery strategy and implementation plan, by continuing to review our business operations and supply chain and assess any potential areas that could be exposed to a modern slavery risk.

A.S. Watson Group continues to be an active member of The Mekong Club (<http://themekongclub.org/>), an independent NGO engaged to help global companies in developing awareness and training toolkits on modern slavery for staff and suppliers.

In 2017, A.S. Watson Group strengthened its commitment to work collaboratively with The Mekong Club by being its first member to sign up to its Business Pledge Against Modern Slavery.

In 2018, The Mekong Club finalised their Modern Slavery Awareness Toolkit, and A.S. Watson Group

launched an internal online awareness campaign to its employees engaged in suppliers' negotiations and contracts, across 24 markets to coincide with the United Nations' World Day Against Child Labour.

Our Policies

We are committed to continuing to develop and deepen our understanding of the risks in our business so that we can prevent exploitation and human trafficking from taking place in our business operations and supply chain. The ASWHBUK Code of Conduct is applicable to all our employees and sets out the principles we uphold for our business. Transparent, honest and ethical behaviours continue to be the pillars we hold at the forefront of our business, as well as countering bribery and corruption.

Our HR policies supplement and complement the ASWHBUK Code of Conduct. In 2018 our Customer and People Team developed the expansion of the use of our confidential hotline so that employees can report any concerns directly to a centralised telephone number or email addresses. The hotline has been re-launched during the first half of 2019 and widely publicised by internal communications with a speak out campaign.

Since 2008, the A.S. Watson Group, including Savers, has been an active member of [amfori's Business Social Compliance Initiative](#) ("BSCI") which is a leading business driven initiative for companies committed to improving working conditions in the global supply chain. We follow the BSCI Code of Conduct, which covers key principles such as ethical business behaviour, no bonded labour or child labour, decent working hours and fair remuneration, as well as requirements for auditing, remediation and training of suppliers located in risk countries. The latest BSCI Code of Conduct is integrated into our trading contracts.

Direct Operations

In our previous modern slavery statements we addressed the steps we have taken to minimise the potential risk of modern slavery in the provision of temporary labour by third parties which continues to include:

- contractual controls to ensure that the third party labour providers are committed to complying with the Act and that non-compliance will result in contract termination;
- ensuring that the third party labour providers have in place adequate internal mechanisms through which agency workers can raise any grievances or concerns and that any issues are addressed and escalated as appropriate to the ASWHBUK Customer and People Team; and
- checking that the third party labour providers hold a current certification with a recognised licencing scheme, such as the Gangmasters and Labour Abuse Authority.

Additionally, our distribution network and head office colleagues complete online training modules to provide wider understanding of Modern Slavery practices and to follow measures to escalate any concerns to management and the People Team. This training is mandatory for all team members and is conducted in line with the Code of Conduct.

Supply Chain

We shared the standards expected of our suppliers in our previous modern slavery statements, and we continue to reinforce our commitment to the BSCI Code of Conduct. All new contracts with suppliers place on them a direct obligation to adhere to the Act and make it clear that non-compliance will result in contract termination.

Training

As we continue our partnership with The Mekong Club, education and raising awareness of Modern Slavery remains a key focus. As part of our corporate induction all employees have online training modules to complete. In addition to this in 2019 our Head office employees were required to complete online training on Modern Slavery and our Code of conduct. We will continue to track the compliance of modules in 2020.

This statement is approved by the Board of Directors of Savers Health and Beauty Limited and signed on its behalf by:



Peter Macnab
Director of Savers Health and Beauty Limited

Date:

7th July 2020