

This is a modern slavery statement for the financial year of **2019/20**

ABOUT LUXURY FOR LESS LTD

Luxury for Less Ltd are an online bathroom retailer operating from Nuneaton, UK and Twello, Netherlands, with a Distribution Centre in Liverpool.

OUR COMMITMENT TO THE PRINCIPLES OF THE MODERN SLAVERY ACT 2015

Luxury for Less Ltd takes a zero tolerance approach to modern slavery and is committed to combatting modern slavery and human trafficking.

Luxury for Less Ltd maintains the following policies and processes which are accessible to all colleagues via the Luxury for Less Ltd internal shared drive, and from the HR Team:

- Our Whistleblowing policy and process - This gives colleagues the opportunity to raise any concerns they have
- Right to work in the UK - We actively check all new colleagues who join our business have the relevant identification to prove they have the right to work in the UK

OUR SUPPLY CHAIN

We have a variety of suppliers based in the UK and overseas. A large percentage of our suppliers have been incumbent to the business for a long period of time and we are aware of working procedures and whether they adhere to Luxury for Less Ltd.'s values.

New suppliers that are identified as high risk (those from the Far East and certain parts of Eastern Europe) would go through a third party audit. Far East manufacturers would generally have their audit conducted by our Chinese Sourcing Agency based in Shanghai. When 3rd party audits are deemed necessary, we conduct both technical and SMETA audits.

A SMETA audit includes, but is not limited to;

- Review of ethical policies,
- Payroll and working hours,
- That there are no underage workers,
- No forced labor,
- Factories with dorms are fit for purpose,
- Working environment and H&S review

Audits are carried out on our high risk suppliers every 2 years. If high risk (but non-critical) issues are identified a further audit would be carried out annually.

To ensure all those in our supply chain comply with our values and ethics we have in place a rigorous supply chain compliance program. This includes, but is not limited to:

- Supplier factory visit carried out by a member of the UK QA and Commercial teams
- All suppliers sign our T&Cs which include commitment to ethical working

All suppliers sign a supplier agreement which includes our commitment to ethical working.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken over the past 12 months 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:

- Review the code of conduct issued to new suppliers
- Include specific clause in our whistleblowing policy to cover modern slavery
- Review future audits to include existing low risk suppliers

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending July 2020.

This statement has been approved by the board of directors of Luxury for Less Ltd

Signed by: Matt Neville as a Director of Luxury for Less Ltd

Signature:  _____

Date: 12/07/19