



Modern Slavery and Human Trafficking Statement

Savers Health and Beauty Limited
Year ended 28th December 2024



Introduction

At Savers, we are mindful that as a leading UK Health, Home & Beauty Retailer with a worldwide value chain that we must always act ethically and engage with our suppliers and contractors to ensure that they are aligned on our Anti-Modern Slavery agenda. Modern Slavery is a global human rights issue that affects millions of people worldwide, including in the UK and requires a coordinated effort from governments, businesses, and individuals to tackle.

We issue our 2024 Modern Slavery and human trafficking statement in accordance with section 54(1) of the Modern Slavery Act 2015. It sets out the measures that Savers has taken to combat Modern Slavery and human trafficking from occurring within our operations and supply chain.

This statement relates to Savers' business activity during the financial year ended 28th December 2024 and sets out our continuous commitment to combat Modern Slavery.

2

Introduction

4

Message from our
Managing Director

5

Reporting a Concern

6

Foreword: Unseen
Partnership

7

2024 Key Activities

10

Savers History and
Group Structure

11

Mekong Club

12

Our Operating Model

13

Anti-Modern Slavery
Governance Framework

16

Policies

18

Supply Chain

22

People, Training and
Communication

24

Logistics

25

Effectiveness of our Modern
Slavery Strategy

26

Statement Approval



Message from our Managing Director

Doug Winchester

In 2024, the world continues to be influenced by major geopolitical events and evolving environmental, social, and governance (ESG) factors. As a prominent UK retailer, we acknowledge our duty to tackle the intricate challenges posed by Modern Slavery and human trafficking. This Modern Slavery Statement demonstrates our dedication to addressing these issues and outlines the measures we have taken to mitigate risks and promote ethical practices.

Numerous democratic nations held elections, resulting in significant shifts in political leadership and priorities, including in the UK. We marked the two-year anniversary of the ongoing conflict in Ukraine, the expansion of the existing strained relations descend into conflict in the Middle East, and the continued civil war in Sudan. These geopolitical events, coupled with 2024 being recognized as the hottest year on record, led to heightened and more frequent natural disasters across all continents, contributing to social inequality, greater economic hardship for impacted communities and a rise in displaced individuals.

During times of uncertainty, vulnerabilities can be exacerbated, creating opportunities for the exploitation of migrants and displaced individuals. As a retailer with a global supply chain, we are keenly aware of the need to ensure that our operations do not contribute to or benefit from such exploitation. We have implemented stringent due diligence processes to identify and address potential risks, including supplier audits, risk assessments, and collaboration with local and international organizations. We are also mindful of the local risk of Modern Slavery and human exploitation in the UK.

Our approach to Modern Slavery prevention is embedded in our broader ESG framework, which emphasizes ethical governance, social responsibility, and environmental stewardship. We believe that addressing Modern Slavery requires a holistic and collaborative effort, involving not only our internal teams but also our suppliers, partners, and stakeholders.

I am pleased to report that we have continued our partnership into the third year with the UK-based anti-slavery charity Unseen. Unseen's mission is to see a world without slavery. They do this by directly supporting survivors of Modern Slavery through safehouses and outreach services, as well as working with different businesses, governments, other charities, and statutory agencies to bring about positive and transformational change. Unseen also run the UK Modern Slavery & Exploitation Helpline, a dedicated Helpline open 365 days a year for people to report concerns about Modern Slavery and access relevant support. Through this partnership, we have been able to enhance our understanding of Modern Slavery risks and implement effective measures to address them. We are proud to support Unseen's mission and to contribute to their vital work in protecting vulnerable individuals.

As we move forward, we remain committed to strengthening our Anti-Modern Slavery efforts and continued promotion of ethical practices across our entire value chain. We understand that this is an ongoing journey, and continuous vigilance and collaboration are essential to achieving our goals. By working together with our partners, stakeholders, and the wider community, we can make a meaningful impact in the fight against Modern Slavery.

Reporting a Concern

We understand that it takes great courage to decide to raise a concern about suspected Modern Slavery or exploitation or to reach out for help if you are a victim. We want to make it as easy as possible for concerns to be raised which is why we have included the reporting information below.

If you suspect cases of Modern Slavery or exploitation, in any part of our business or tier of our supply chains, we urge you to report these concerns through the below channels. All reports will be treated confidentially by colleagues.

Internal Whistleblowing inbox:
SpeakUp@uk.aswatson.com

Internal Whistleblowing phone line:
07846 162363



If you are a victim of exploitation, or are concerned about potential victims, you can contact the free and confidential Unseen Modern Slavery & Exploitation Helpline.

Phoneline: 08000 121700

Webform: <https://www.modernslaveryhelpline.org/report>

You can contact the Helpline to report exploitation, to receive independent advice and guidance, or for assistance in accessing support.



Foreword: Unseen Partnership

“Modern Slavery is a grave violation of human rights that affects millions of people around the world. It involves the use of coercion, deception, or violence to exploit people for profit or personal gain. UK businesses must take action to prevent Modern Slavery, which is not just a legal obligation, but a moral one too. We are therefore extremely pleased to partner with Savers, to support them in strengthening their approach to combating Modern Slavery. Together we can make a real difference in the lives of those who may be experiencing exploitation as well as survivors of Modern Slavery, who deserve dignity, freedom, and justice.”

Justine Carter,
Unseen Director

To find out more about Unseen’s vital work click here:
[About Modern Slavery - Unseen \(unseenuk.org\)](https://unseenuk.org)



2024 Key Activities

Savers Modern Slavery Internal investigations of our Operations and/or Supply Chain 2024: Savers 0

During the first quarter of 2024 the Steering Group reflected on the progress made in 2023, including the trialling of our tender ESG questionnaire, Anti-Modern Slavery awareness raising activities for colleagues, and with support from Unseen, pinpointed the key activities for the year ahead.

One of the core values at Savers is honesty. We believe that working in an open and honest manner is key in making sure we are doing what we can to support Modern Slavery eradication. Led by our committed internal Modern Slavery Steering Group during 2024, we undertook numerous activities to review and mitigate the risks of Modern Slavery within our business.



Anti-Slavery Day Activities

Rolling out the ESG
Questionnaire to
relevant tenders

Reviewing and developing
our Escalation and
Remediation approach

Property Contractor
Engagement

Logistic Employee
Agency Engagement



2024 Key Activities



Rolling out the ESG Questionnaire in relevant tenders

Following our ESG supplier questionnaire trial and due-diligence in 2023 we now have this included in all tenders where we identify the need to assess a risk of ESG impact and included a minimum 10% weighting on our overall tender score. The assessment of whether we need to consider a risk of ESG impact is based on the type of goods or services being tendered for and the wider industry they operate in.



Reviewing and developing our Escalation & Remediation Approach

In collaboration with Unseen, we reviewed and further developed our Escalation & Remediation Approach. Alongside this, Unseen delivered training to key colleagues who may be involved in Modern Slavery investigations to ensure they are able to manage potential incidents appropriately and in a person-centred manner. We trained 31 senior managers across Superdrug, Savers and The Perfume Shop.



Property Contractor Engagement

We rolled out our whistleblowing poster Speak Up to our store construction sites such as new store builds, refurbishments and store closures. The posters aim is twofold, one being awareness raising for both direct colleagues and contractors working on our build sites as we recognise this is a high risk area in the UK and the second as a route for anyone impacted by Modern Slavery to reach out for help.



Logistic Employee Agency Engagement

During 2024 we worked with our third-party labour provider for our Distribution Centres to set up a process where they submit an annual report to us outlining any potential labour abuse cases and subsequent investigations which flagged across their whole operations.



AS Watsons Anti-Slavery Day Activities

We had our strongest ever awareness campaign about Modern Slavery to support anti-slavery week in October 2024 across our Head Office and Distribution Centres. The main aim was to raise awareness of Modern Slavery among all colleagues and bring to life why this is important for them and not just something which happens in other companies or countries. We hoped all our colleagues would take something away to support them at work or in wider society.

Activities included:

- Lunchtime learn Webinar run by Unseen focused on Modern Slavery, UK examples, explanation of high risk industries, signs to spot, and escalation routes
- Anti-Modern Slavery screensaver shown on all office colleague laptops with our whistleblowing hotline details

We had positive engagement during the events, and discussion with colleagues to help bring Modern Slavery into the spotlight.

Savers History and Group Structure

Founded in 1988, Savers is one of the UK's leading Health, Home & Beauty retailers and is a wholly owned subsidiary of AS Watson (Health & Beauty UK) Limited ("ASW H&B UK") and is a member of the AS Watson Group which is the world's largest international health and beauty retailer. ASW H&B UK are made up of the following companies.



Superdrug ☆

THE PERFUME SHOP



Savers is ultimately controlled by CK Hutchison Holdings Limited, which is listed on The Stock Exchange of Hong Kong Limited. We benefit from the resources of the AS Watson Group in our Anti-Modern Slavery activities. For example, the AS Watson Group continues to engage with The Mekong Club, a leading non-government organisation working against Modern Slavery that works with companies and their suppliers to develop awareness, practical toolkits, and strategic thinking to end Modern Slavery.



We imagine a slave-free world whereby businesses collectively redefine how to approach social sustainability. Whereby working professionals wake up every morning feeling inspired and fulfilled by their work, knowing that the children, men, and women who have fallen victim to the actions of criminals, can return home safely to their families. We believe the best way to build this world is to commit to making it together.

The Mekong Club is a not-for-profit organisation that focuses on working with the private sector to address Modern Slavery and related crimes, such as human trafficking and forced labour. [About Us - The Mekong Club](#)

AS Watson Group our parent company was the first signatory of The Mekong Club to sign up to its Business Pledge Against Modern Slavery in 2017, demonstrating their commitment to preventing and addressing Modern Slavery. We ask that all key suppliers adhere to this high level of ethical conduct through our supplier code of conduct ("Supplier Code of Conduct"). At Savers through AS Waston we led by example and the same ethical conduct standards are incorporated into our employee code of conduct (the "Employee Code of Conduct"). All our employees and contractors are expected to meet the high ethical behaviours and principles set out in our code of conduct.

We continue to use the Mekong Club training materials and resources to form part of our colleague induction program and employee training which is refreshed every two years. The training is impactful in raising awareness of the extent of Modern Slavery globally, including here in the UK. We have also developed and delivered more specialist Anti-Modern Slavery awareness training, with materials from The Mekong Club for employees who are at a higher risk of encountering Modern Slavery victims or activities, such as human resources managers, distribution and logistics managers, and procurement managers.

Our Operating Model



5,300

Employees



524

Stores



2

Distribution
Centres



1

Overseas Countries
directly sourced from
Own Brand Suppliers



£731m

Revenue



510

Total Number
of suppliers



4

Own Brand
Suppliers

Anti-Modern Slavery Governance Framework: Steering Group



At Savers our ESG strategy focuses on the three Sustainability pillars of Planet, People and Products. Human Rights is one of the ESG key focus areas which sits within the People Pillar of our ESG framework. Modern Slavery prevention is an important part of this. We have aligned our ESG strategy to the United Nations Sustainable Development Goals, with our Anti-Modern Slavery activities supporting target 8.7;

"Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms".

In 2022 the three UK business units of AS Watson (Superdrug, Savers and The Perfume Shop) came together to form a dedicated Steering Group. The Steering Group's purpose is to undertake ongoing risk assessments of our business' full value chain and then to oversee and co-ordinate the Anti-Modern Slavery initiatives for all UK based companies of the AS Watson Group. The Steering Group includes representatives across different departments and is chaired by the Head of ESG for Superdrug and sponsored by the ASW H&B UK Finance Director. The Finance Director has been sponsoring the Steering Group since inception as director lead for the legal, regulatory and finance functions. The Steering Group undertake strong governance principles including maintaining minutes and action logs to ensure workstreams are continued outside of the monthly meeting and actions delivered on in a timely manner.



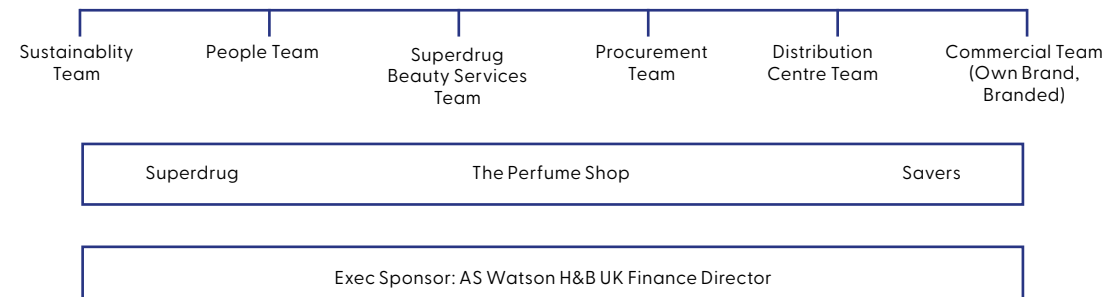
*THE 17 GOALS | Sustainable Development (un.org)

The Steering Group's Responsibilities are:

- monitoring, reviewing and reporting on Anti-Modern Slavery activities;
- assessing potential risk areas that could be exposed to Modern Slavery;
- developing initiatives to help mitigate Modern Slavery risk areas that have been identified within our business and supply chain;
- progressing our Anti-Modern Slavery strategy and implementation plan including regular reviews of progress within our business operations and supply chain;
- reporting back to our business and key stakeholders on the results, including any Anti-Modern Slavery corrective activity identified;
- implementing any AS Watson Group wide strategy related to preventing Modern Slavery.

Modern Slavery forms an integral part of the “People Pillar” which is one of our three pillars in our wider Sustainability framework coined “Values with Purpose”. More information on our Sustainability activities can be found here: [sustainability | Savers](#)

Anti-Modern Slavery Governance Framework: AS Watson Modern Slavery Steering Group



Key Modern Slavery Risks in our Operations and Supply Chain

The Steering Group's key risk and control areas which we are reporting in this Modern Slavery statement:

The Steering Group identified the key risk and control areas in 2023, which were reviewed and were re-confirmed during 2024. An additional risk was identified as the existence of contractors within our store estate program. To mitigate this risk we engage with our store construction team members by providing the same information around our whistleblowing and Unseen helpline to contractors working on building sites.

Key Control Areas	
Governance & Reporting	Having a robust governance and reporting framework helps to keep our Anti-Modern Slavery agenda and actions on track, giving accountability to the Steering Group workstream leads.
People, Training and Communication	The people who work for us are an important safeguard in our Anti-Modern Slavery activities. They are the ones working with agencies, engaging with suppliers and speaking to our colleagues on a daily basis. We understand the importance of having an upskilled and aware workforce to enable any concerns to be raised swiftly.
Salient Risks	
Retail goods provider	We have a global value chain and engage with 3rd parties in a range of areas including the manufacture of goods both in the UK and overseas. This presents a risk that the products we purchase have been manufactured using exploitation, including but not limited to child exploitation, excessive working hour and other labour abuses.
Retail estate management	We operate stores across the UK, through our new store, refits and closures program we work with property contractors. This presents a risk of these services being provided by exploited workers including but not limited to child exploitation, excessive working hour and other labour abuses.
UK logistics operator including warehouses and distribution networks	The colleagues who work in our distribution centres and logistic networks are made up of permanent, temporary and agency colleagues. This presents a risk that individuals in this population of colleagues may be at higher risk of exploitation including excessive working hours and other labour abuses.

Polices



The Employee Code of Conduct applies to all our employees and contractors and sets out the ethical standards and principles we expect our employees to 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 Modern Slavery and forced labour, bribery and corruption. Our human resources' policies supplement and complement our Employee Code of Conduct, ensuring that our company principles are established at a local level. These policies are made accessible to every team member via internal communication channels. We have an internal policy Committee who meet bi-monthly to discuss policy goals and sign off new and updated policies as required.

We have an extensive range of AS Watson Group and UK human resources' policies which include but are not limited to:

Whistleblowing policy This explains what it means by 'blowing the whistle', ways to report concerns and emphasises our commitment to protect team members who raise things with us.	Grievance policy This describes how to raise concerns in the workplace (that fall outside of whistleblowing) and our approach to resolving them.	Recruitment policy This lays out the processes we follow when recruiting new team members into the business and how we ensure fairness for all applicants.
Right to work policy This policy guides our teams on how to complete a right to work check so that anyone who joins us has permission to work in the job we are offering. It is one of the key measures we take in ensuring there is no illegal employment in our business.	Modern Slavery policy This sets out our commitment to acting ethically and with integrity in all our business dealings and relationships. The policy also covers how our employees can report incidents, undertake awareness training and what happens if there are breaches of the policy.	CK Hutchison Human Rights Policy This policy outlines the approach the wider CK Hutchison Group takes to respect and promote Human Rights across all the countries and businesses they operate in. The policy is published here: CK Hutchison Holdings Limited - Sustainability > Sustainability Policies

We take any breaches of our policies extremely seriously. We commit to conducting a yearly review to identify opportunities for policy development whilst also recognising that policy and training review is an ongoing duty particularly when assessing the effectiveness of how a Modern Slavery report has been dealt with. In 2024 we began working with Unseen on developing a Remediation policy and procedure that builds upon our Modern Slavery policy, by further shaping how we respond to reports and how we monitor the effectiveness of our existing Anti-Modern Slavery safeguards.

Reporting and Escalating Concerns

We provide our employees including contractors and agency staff access to a confidential helpline called “Speak Up” which enables individuals to report any concerns directly to the Savers Head Office via telephone or email to be dealt with confidentially by a team member. That individual is a member of the people team who has undertaken enhanced Anti-Modern Slavery training, including remediation training.

The “Speak Up” helpline is responded to during our business working hours and forms part of all employees’ online inductions. Furthermore, the helpline also contains additional contact details for CK Hutchison Holdings Limited, which shows the importance of Anti-Modern Slavery across the whole corporate structure.

Upon receipt of a concern raised through the helpline, it is important to us that our action is quick but thorough and appropriate to the specifics of the case. We will conduct an initial assessment of the concern to identify whether it is a Modern Slavery case or another type of concern that can be dealt with by one of our alternative resolution processes. If a concern is registered as a potential Modern Slavery case, then an independent manager will be appointed to conduct an investigation. This person will be a senior manager from a relevant area of the business in relation to the concern and they will have undertaken the remediation training. Throughout the investigation we would support the potential victim and treat them with the appropriate level of sensitivity and care. The Modern Slavery Steering Group and AS Watson Group will be kept up to date as appropriate regarding any cases of potential Modern Slavery.

We also share alternative avenues to report Modern Slavery concerns. As part of our partnership with Unseen we also share the Modern Slavery & Exploitation Helpline number with our workforce, as an independent reporting route for concerns. The helpline number is shared via posters in our Head Offices and Distribution Centres.



Supply Chain for Goods and Services

We continuously strive to act ethically in all our supplier negotiations to ensure that Modern Slavery is not taking place within our business or any part of our supply chain. We expect suppliers (and their sub-contractors) to act with the upmost integrity in the conduct of their business and to uphold the same high standards and values that we have with regards to combatting Modern Slavery. We require key suppliers to observe and comply with the principles as set out in the BSCI Code of Conduct (the “BSCI Code”) and the Mekong Club Business Pledge, through our Supplier Code of Conduct and Terms and Conditions. If we identify suppliers potentially using Modern Slavery within their supply chain (or any such subcontractor), either through our internal processes or via a concern being raised we will pause purchasing from them, thoroughly investigate and take appropriate action. This action would depend on the outcome of the investigation but could range from remedial action plans to reviewing the supplier relationship.



Supplier Macro Inherent Risk Assessment

In 2024 we engaged Unseen Business Services to assess Modern Slavery risk in our supply chains. This risk assessment was carried out in the second half of 2024 and the results review continues into 2025. Unseen conducted a Macro Supplier Inherent Risk Assessment looking at AS Watson's UK based businesses top suppliers by spend. In total they assessed 1,800 suppliers. Supplier data, along with additional data points gathered by Unseen, were assessed for inherent Modern Slavery risk. A risk rating was then assigned to each supplier from Very High Risk to Low Risk. Suppliers were then prioritised to ensure due diligence efforts conducted after the risk assessment could be focused on those suppliers with not only high risk, but high criticality to AS Watson, and their potential for influence. During 2025, we will use the results of this to support our Anti-Modern Slavery strategy.

Supply Chain for Own Brand Products

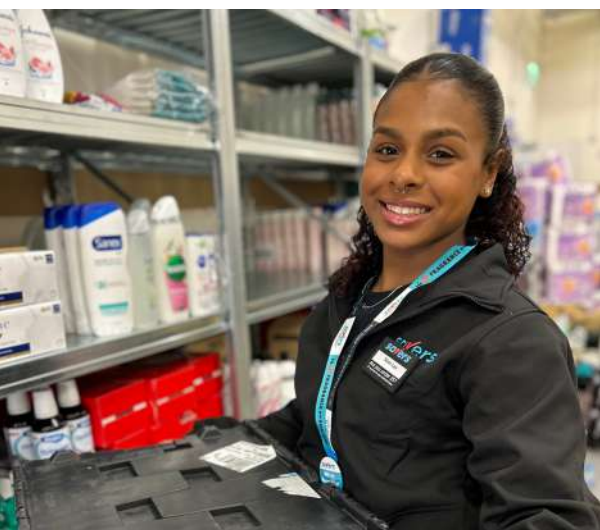
At Savers, we have contractually manufactured products under our guidance (“Own Brand”). We are conscious of our supply chain responsibility so high standards of ethical compliance are an integral part of our sourcing processes for Own Brand products, and we continually strengthen these standards wherever possible. Since 2008, the AS 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 and guidelines](#). The guidelines cover 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 is integrated into our trading contracts with suppliers through our Supplier Code of Conduct and for our Own Brand suppliers we conduct regular compliance assessments against the BSCI Code via our independent audits.



Our Own Brand products are sourced from 4 suppliers, which manufacture their products in over 29 manufacturing sites across China, which is identified as being a ‘higher risk’ country. Suppliers that carry out manufacturing activities in higher risk countries are not approved to supply Own Brand products until an appropriate independent ethical audit through an external audit firm is submitted for our review and we are satisfied that any perceived Modern Slavery risks have been addressed.

04 Suppliers

29 Manufacturing sites



Audit Protocol and Methodology

An ethical audit is an inspection or examination of processes or systems to ensure compliance with ethics-related requirements and how well a company or organisation conforms to the ethical standards of its industry or society in general. The audit is designed to reveal the practices of a business and its dealings, to see how closely a company follows its own rules, as well as its level of compliance with any external ethical guidelines and nationally recognised standards. The audits are generally based on the labour standards of the International Labour Organisation and international regulations such as the Universal Declaration of Human Rights. The audits are completed using set frameworks such as the BSCI, SMETA or SA8000 standards.

A remediation plan for any issues identified must be provided following the audit, which must outline the improvements that the factory must make in order to achieve compliance, and the specific timeline required. If appropriate remediation cannot be achieved alternative suppliers are engaged in a timely manner.

As part of a larger international retailer we recognise that our significant purchasing power has the ability to positively influence ethical minimum standards within our supply chain. We have a Supplier Code of Conduct, which we ask our suppliers to confirm they will observe as proof of their commitment to meeting these ethical standards. This includes their commitment to setting minimum labour standards and fighting Modern Slavery. We require that all our Own Brand suppliers act with the upmost integrity in the conduct of their business and observe and comply with the principles as set out in the BSCI Code and the Mekong Club Business Pledge.

Supply chain for goods and services not for resale

Savers regularly engage with 3rd party suppliers to bring goods or services into our stores and operations. We are committed to ensure that we safeguard all our processes against Modern Slavery and are especially diligent when procuring services undertaken by temporary and lower paid individuals, as we recognise that the people employed in these positions are often from sections of the community that are the most vulnerable.

All suppliers invited to tender must provide anti-slavery statements or show a commitment to anti-slavery by accepting our Anti-Modern Slavery contractual commitments, which are the principles as set out in the BSCI Code to ensure that we only contract with businesses that align to our values. These written commitments seek to ensure that we do not engage with any suppliers who benefit from Modern Slavery.

In addition to this in 2024 we further strengthened our supplier governance by:

- updating our Terms and Conditions for our goods and services not for resale which fall outside of the tender thresholds to include the same requirements around Anti-Modern Slavery activities as outlined in our supplier code of conduct;
- including in our tender pack updated wording around our commitment to eradicating Modern Slavery and our partnership with Unseen.

During 2024 we also continued to roll out our extensive ESG questionnaire as part of our tender pack. This pack contains numerous questions and request information about a business's awareness, risk assessment and mitigation in respect of Modern Slavery. The responses to the ESG questionnaires are then reviewed and considered during the tender process. The aim is to flag any concerns including Modern Slavery to ensure we only contract with likeminded businesses. In 2024 we strengthened these processes by having a minimum 10% ESG weighting in our scorecard for relevant tenders which are assessed via the type of good or services being tendered for and wider industry they operate in.

During the Steering Group's ongoing risk assessment in 2024, we identified another Modern Slavery risk area for us as a business. Through our partnership with Unseen and their 2023 Helpline report we noted that in the UK the construction industry is a high risk industry for cases of Modern Slavery.

Here at Savers, during 2024 we undertook 70 store extensions or refits and 16 new stores openings. We use a mixture of direct employees and third-party contractors to support us with our ambitious property program. In 2024 we started displaying the Speak Up and Unseen posters in our build sites, which means that the Unseen helpline and our internal whistleblowing line is available to all employees and third-party contractors who work with us during our store refit, opening and closure program. We also included a check via our independent audit company to ensure that this poster is being displayed on build sites.





People, Training and Communications

At Savers we employ over 5,000 colleagues across our stores, distribution centres and head office. We also work with 3rd party agencies across our business such as in our distribution centres, and we recognise that these individuals are at a higher risk of exploitation than our internal colleagues which is why they are identified as one of our key areas of risk.

Employee Feedback Mechanisms

We are passionate about continued personal and professional development for all colleagues and truly believe the prevention of Modern Slavery is everyone's responsibility, and we should provide the tools to help our colleagues fulfil this development. We actively seek feedback from our colleagues on an annual basis through our engagement questionnaire. The survey seeks to understand more about employee wellbeing as well as serves as a means for our colleagues to share feedback anonymously. In addition to this we have a range of union representation and employee forums.

We recognise the importance of continuing to raise awareness about Modern Slavery and promoting a culture in which our teams feel confident they can 'Speak Up' and report any concerns they may have. Information on this is provided during all colleague inductions and we have 'Speak Up posters' available to colleagues in head office, distribution centres and our stores, which explains how they can raise any wellbeing concerns including Modern Slavery through our whistleblowing lines.

Recruitment Protections

At Savers we are committed to recruiting ethically as per our Recruitment Policy. We will always ensure a right to work check is conducted before a team member joins us and we have an onboarding process to allow team members to set up their wages to be paid directly into their bank accounts. Any requests to change bank details are monitored and where it is believed that the request is to change the account to one that belongs to a 3rd party, this is queried in case of a potential Modern Slavery risk. Recruitment of staff from outside the UK is managed by our in-house recruitment team or agencies. Team members that require work visas to take up employment in our business are directly supported throughout the visa application process by our internal team, helping to ensure no undue fees are being charged.





Anti-Modern Slavery training for all employees:

We are committed to educating and raising awareness of Modern Slavery with all our colleagues across our business. Savers has a corporate induction that includes mandatory Anti-Modern Slavery training modules for all roles through an online platform called 'Edge'. The training covers the definition, causes, and consequences of Modern Slavery, as well as our policies and procedures to prevent and address Modern Slavery, and is designed to raise awareness and understanding of Modern Slavery across our workforce. The training aims to equip the employees with the skills and knowledge to identify, report, and respond to potential cases of Modern Slavery in our operations and supply chain. The training also covers the legal and ethical implications of Modern Slavery, the best practices and standards for mitigating Modern Slavery risks.

The training materials are provided by the Mekong Club. The Anti-Modern Slavery training is reissued to all employees every two years rolling depending on the colleagues start date, across all areas of the business. Savers will continue to monitor and track the completion of the training quarterly, through its online platform and report on the progress to the Steering Group. Our target is a 100% completion rate, although we recognise that this can be a challenge to achieve our aim is to have an engaged workforce.

87% Savers Training Completion Rate 2024

Specialised training for employees with possible exposure to Modern Slavery:

As part of the AS Watson Group work on Modern Slavery the key risk areas were identified, and an advanced training e-learning module was developed for individuals working within these areas. The more detailed Anti-Modern Slavery awareness training was created with materials from the Mekong Club for employees who may encounter Modern Slavery situations, such as human resources managers, distribution and logistics managers, and procurement managers. The Anti-Modern Slavery training is to be completed every two years. During 2024 we also engaged with our partner Unseen to deliver Modern Slavery escalation & remediation training to a select group of senior level managers and individuals to support in understanding remediation best practice. Training assisted senior leaders to identify Modern Slavery within the supply chain, how to respond when Modern Slavery is discovered and the next steps to resolve it, ensuring the victim is supported. The feedback from this training was excellent and has helped to increase our knowledge on remediating cases of Modern Slavery.

In 2025 we are looking to develop with Unseen an in-depth bespoke training workshop with procurement category managers, covering Modern Slavery risk in key industries, best practice due diligence, early warning signs in engagements and visual indicators of Modern Slavery. Savers will continue to monitor and track the completion of the training quarterly, through its online platform and report on the progress to the Steering Group.

Logistics

We have identified that our logistics network including our distribution centres is a potential high risk area for Modern Slavery, due to the volume of agency workers. Which is why we have a senior member of the distribution team attending the steering group. We have had a continued focus on what improvements can be made through our Steering Group, to minimise the potential risk of Modern Slavery in the provision of agency labour by third parties. Outlined below are some of the rigorous processes for supporting our distribution colleagues:

- Contractual controls to ensure that third party labour providers are committed to complying with the Modern Slavery Act and that non-compliance will result in contract termination, as outlined in the Value Chain for Good and Services section.
- Upskilling the leadership in our Southern Distribution Centre through a 1-hour bespoke workshop where we shared real life examples and case studies of Modern Slavery within UK warehouses.
- Provide the Speak Up and Unseen Modern Slavery & Exploitation Helpline poster around the distribution centres.

During 2024 we worked with our third-party labour provider to set up a process where they submit an ongoing annual report to us outlining any individual cases which flagged as potential labour abuses and their investigations within the whole of their company. This is accompanied with a summarised outcome including tracking year on year variances. Due-diligence checks undertaken include flagging addresses with multiple occupants, joint bank accounts etc. Any immediate concerns will be reported to us as soon as they are identified. In addition to this, checks are undertaken prior to contracting with a third-party labour provider to ensure that they hold a current certification with a recognised licensing scheme, such as the [Gangmasters & Labour Abuse Authority](#); and to ensure they have adequate internal mechanisms in place through which agency workers can raise any grievances or concerns and that any issues are addressed and escalated as appropriate to our People Team.

Finally in 2024, the logistics team undertook a retrospective review of suppliers and the information they hold including gathering Modern Slavery statements and training programs within their businesses. For all new suppliers this information will be maintained, and they are working with current suppliers on any areas which flagged to support them to get into a positive position.





Demonstrating the Effectiveness of our Modern Slavery Strategy

Our Steering Group is responsible for setting and reviewing KPIs associated with our Modern Slavery Strategy.



KPI Goals

100% Own Brand Suppliers to have a social audit in place

100% of employees have undertaken the mandatory Anti-Modern Slavery Training

Statement Approval

At Savers we are committed in our efforts to combat Modern Slavery and human trafficking within our operations and supply chain, supporting the UN's Goal 8.7 'to eradicate forced labour, end Modern Slavery and human trafficking'. We are proud of our continued partnership with Unseen and are excited to see how we can work together to deliver more in this importance area of social justice. In 2025 we are looking forward to continuing our journey to reduce the risks associated with Modern Slavery, even as world events continue to impact those most vulnerable, including:

- Strengthening our remediation policy and process.
- Continued scrutiny of our internal practice and those of our suppliers with the support from our partner Unseen as an independent view of our operations.
- Further partnering with Unseen to become a member of the Unseen Helpline Business Portal. Through this membership, Unseen shares sanitised information of cases relating to AS Watson's own operations or supply chain and then Unseen facilitates in next steps. This includes collaboration between stakeholders including other businesses, suppliers, labour providers and law enforcement to investigate potential issues collectively, ensuring that any cases raised are thoroughly investigated and any identified issues are remediated.

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



Doug Winchester
Managing Director of Savers
Health and Beauty Limited
Date: 25th June 2025

