



The Barcode Warehouse Group Limited

Modern Slavery Statement

Introduction

This statement applies to The Barcode Warehouse Group Limited (referred to in this statement as 'Barcode, 'we', 'us', 'our'), which includes The Barcode Warehouse Limited.

It is a priority for Barcode to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We take seriously any allegation of human rights abuse in all its forms and will not tolerate human rights' abuse against individuals within our own organisation or our supply chain.

We have taken steps to identify areas where there are risks of modern slavery occurring within our business and supply chain and we are working to eliminate that possibility.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for 1st May 2019 to 30th April 2020.

Our Commitment

This statement sets out our current risk analysis and the steps that we have taken and those we plan to take to deliver on this commitment.

We acknowledge our responsibilities in relation to tackling modern slavery and we commit to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of internal practices in relation to our labour force and, additionally, our supply chains.

We do not enter into business with any other organisation, in the United Kingdom or internationally, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

Throughout the provision of our services no labour is obtained by means of slavery or human trafficking. We strictly adhere to the standards required in relation to our responsibilities under relevant employment legislation in the United Kingdom and in many cases exceed those minimums in relation to our own employees.

Our Business

Barcode are the UK's leading provider of barcode solutions, specialist mobile device managed services and experts in enterprise mobility - transforming the business performance of our clients in retail, manufacturing, healthcare, warehousing, field services and logistics.

Barcode comprises of four operating divisions:

- Barcode Labels - Labels and label bureau service.
- Barcode Warehouse - Market leaders for barcode scanners, label printers, ID card printers, rugged devices, RFID technology, EPOS systems and hardware. We support our customers through two core sales teams and our e-commerce site.
- Barcode Managed Services - Managed Services for retail, logistics, healthcare, manufacturing, warehousing and field services.
- Bcode Direct Limited - Sales to resellers, system integrators, ISVs and OEMs.

Our main activities are the supply of barcoding equipment and enterprise mobility solutions and services encompassing:

- The distribution of mobile devices, thermal printers, barcode scanning equipment and verifiers.
- The provisioning, deployment and installation of said equipment.
- Service desk and maintenance support services.
- The manufacture and supply of self-adhesive labels, thermal transfer and direct thermal tickets, tags and consumables.

We operate solely from two premises in Newark on Trent, Nottinghamshire.

Our Supply Chain

We use a wide range of suppliers both for sourcing products and materials and providing our services. These include third party suppliers, distributors and agents with which we maintain relationships either directly or through our long-standing partners. Our suppliers are based in the United Kingdom and internationally and we work with some of the world's leading barcoding technology brands.

We understand that some of our suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Our Governance and Due Diligence Approach

We carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our business including and also ensuring our key suppliers are also compliant with the Modern Slavery Act.

We consider our main exposure to the risk of slavery and human trafficking to exist in the manufacturing of the equipment we distribute because it may involve the provision of labour in a country where protection against breaches of human rights may be limited. We have no direct access to our supplier's supply chain but are confident that our suppliers have undertaken the appropriate due diligence to satisfy any concerns that they may have.

On the basis of our current knowledge, we therefore consider the risk of slavery and human trafficking taking place within our business and our supply chains to be low.

We have the following clear policies which we review and update regularly as we learn from our experiences.

- Modern Slavery Policy
- Corporate Social Responsibility Policy

Training

Furthermore and to make sure there is a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we regularly provide training on business ethics to all of our employees, including anti-bribery and corruption and modern slavery and human trafficking.

Further Steps

In the next financial year, we will continue to develop:

- our governance policies;
- our risk profile and assessments;
- phase three of our training programme which will be delivered to employees via our intranet and where practicable in face to face training sessions; and
- continued assessment of our suppliers compliance with the Modern Slavery Act, including where applicable acceptance of our Modern Slavery Policy.

We have also signed up to Stronger Together (www.stronger2gether.org) to help with our continual improvement.

Stronger Together is a business led multi-stakeholder collaborative initiative to equip employers and recruiters with the practical knowledge and resources to tackle modern slavery in their business and supply chains.

Slavery Compliance Officer

We have appointed a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to our obligations.

This statement has been approved by the Board of Directors and constitutes our slavery and human trafficking statement for 1st May 2019 to 30th April 2020 which will be reviewed each financial year.



Kevan Mutton

Managing Director

1st November 2019

