

SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. INTRODUCTION

Slavery and human trafficking is a crime and a violation of fundamental human rights and remains a hidden blight on our global society. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

Richer Sounds plc is committed to social and environmental responsibility and has a zero-tolerance approach to slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and we expect our colleagues, suppliers, contractors and all other stakeholders to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery. We would never knowingly conduct business with suppliers or employees engaged in such practices. Our colleagues are expected to report concerns and management are expected to act upon them.

2. ORGANISATION'S STRUCTURE AND BUSINESS

Richer Sounds is an unlisted PLC 100% owned by Julian Richer, our Founder and MD. We are a retailer of hi-fi, home cinema and TV equipment committed to giving the best value for money and customer service that we possibly can. We trade from 53 stores nationwide, on-line and through our telesales and business to business departments and are extremely proud of our significant reputation for our award winning customer service and renown expertise in TV, Home Cinema systems and premium audio.

3. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy and Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

The Company's Anti-Slavery and Human Trafficking Policy and Code of Conduct applies to all persons working for us or on our behalf in any capacity, including colleagues at all levels, directors, suppliers and contractors.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes. In 2016 Richer Sounds amended its Supplier Code of Conduct to include obligations on suppliers to comply with the Modern Slavery Act with specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect

that our suppliers will hold their own suppliers to the same high standards. A copy of our code of conduct can be obtained by emailing customersevices@richersounds.com

4. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity (including our colleagues, suppliers, contractors, customers and other stakeholders). We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

4a. Our Colleagues

Richer Sounds complies with the applicable employment laws and are committed to ensure fairness in the hiring and advancement of all colleagues without discrimination. We are proud to be one of the only retailers to be an accredited Living Wage employer and refuse to issue zero hour contracts to our valued colleagues.

All of our colleagues have a personal responsibility for maintaining a respective work atmosphere, free of abusive or unprofessional conduct. Every colleague is expected to respect other people and treat them with dignity and to follow the company's code of conduct and ethics in all business dealings.

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new colleagues and ensure that we are able to confirm their identities and they are paid directly into an appropriate, personal bank account.

4b. Supply Chains

Where possible we build long standing relationships with UK suppliers and make clear our expectations of business behavior through our supplier contractual verification processes, the Richer Sounds Supplier Code of Practice and the company's Ant- Slavery and Human Trafficking Policy.

With regards to national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We recognise that the small percentage of our goods which are imported from companies outside the UK and EU are potentially more at risk of slavery and human trafficking and we are committed to the continue review of our verification processes to address and eradicate any such risks.

5. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of internal audits
- Use of labour monitoring and payroll systems; and
- Communication and personal contact within the supply chain and their understanding of, and compliance with, our expectations.

6. TRAINING

We provide guidance and training to support colleague understanding of this policy and the risk our business faces from Modern Slavery and Human Trafficking which forms part of the induction process for all colleagues, and for all existing colleagues employed in a purchasing function. Regular refresher training will be provided as required.

This statement is made in accordance to section 54(1) of the Modern Slavery Act 2015 and constitutes Richer Sounds plc slavery and human trafficking statement for the current financial year ending 30th April 2018.



David B Robinson
Chairman