



# MODERN SLAVERY POLICY

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## A) ORGANISATION

This statement applies to Fashion General Services Ltd. The information included in the statement refers to the financial year 2017

## B) ORGANISATIONAL STRUCTURE

Fashion General Services Ltd has one factory in The United Kingdom based in Essex from which all employees work.

Fashion General Services Ltd is controlled by a Board of Directors.

The Company's main activity is re-processing men's, women's and children's clothing and footwear for the clothing industry, along with "upcycling garments.

Demand for this work is high and therefore not seasonal.

The labour supplied to the Fashion General Services Ltd in pursuance of its operation is carried out in Essex United Kingdom.

## C) DEFINITIONS

Fashion General Services Ltd considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## D) COMMITMENT

Fashion General Services Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015.

Fashion General Services Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Fashion General Services Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Fashion General Services Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Fashion General Services Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

## E) SUPPLY CHAINS

In order to fulfil its activities, Fashion General Services Ltd main supply chains include those related to goods and the supply of clothing from various suppliers in the United Kingdom.

We understand that Fashion General Services Ltd first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.



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## **F) POTENTIAL EXPOSURE**

Fashion General Services Ltd considers its main exposure to the risk of slavery and human trafficking to exist in certain areas of its clothing supply chains because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

Fashion General Services Ltd considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **G) DUE DILIGENCE**

Fashion General Services Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Fashion General Services Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Fashion General Services Ltd has taken the following steps to ensure that modern slavery is not taking place.

- Reviewing supplier contracts to include termination powers if the supplier is involved or is suspected to be involved in modern slavery.
- Put measures in place to identify and assess the potential risks in its supply chain.
- Undertaking impact assessments of its services upon potential instances of slavery.
- Creating action plans to address risk to modern slavery.
- Any actions taken to embed a zero-tolerance policy towards modern slavery.

## **H) KEY PERFORMANCE INDICATORS**

Fashion General Services Ltd has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Company or its supply chains.

- Put measures in place to identify and assess the potential risks in its supply chains.
- Carry out due diligence on any new suppliers.
- Have appointed Worker Welfare Officers who speak in workers first language.

## **I) POLICIES**

Fashion General Services Ltd has the following policies which further define its stance on modern slavery.

Anti-Bribery Policy

Equal Opportunities Policy

## **J) TRAINING**

Fashion General Services Ltd provides the following training to staff to effectively implement its stance on modern slavery.

Induction Training, we will provide our staff with the necessary guidance and training to ensure the effective implementation of this policy.



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## **K) SLAVERY COMPLIANCE OFFICER**

Fashion General Services Ltd has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action about the Company's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Date of approval 10.05.2018**