THE MODERN SLAVERY STATEMENT

2022

1.0 Introduction

Ralawise hereby referred to as 'the Company' not only employ individuals directly, but also maintain relationships with many different organisations in its supply chain and customer base.

This statement and policy is made pursuant to Section 54(1) of the Modern Slavery Act 2015 ('the Act') and sets out Ralawise (the 'Company's') actions to understand all potential modern slavery and human trafficking risks related to our business, to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our business or in our supply chains. It sets out the steps which Ralawise has taken during the period 1st January 2020 to 31st December 2020 (FY 2020) to prevent modern slavery and human trafficking in its operation and its supply chain.

We all have responsibility to be alert to the risks of slavery and human trafficking, however small in our business and in the wider supply chain. As the largest and leading UK distributor of promotional workwear and leisure clothing Ralawise recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking, and is committed to preventing any such activity within the business or its supply chains.

Ralawise's attitude to Modern Slavery is ZERO TOLERANCE. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. Modern slavery encompasses (but is not limited to) slavery, servitude, human trafficking and forced labour. We demand all who work for us, and all who have, or seek to have, a business relationship with the Company and/or any member of our Group to familiarise themselves with our Anti-Slavery and Human Trafficking Policy, and to act at all times in a way which is consistent with our tolerance and values.

2.0 The Company

Originally founded in the early 1980's as a T-shirt printer. The business expanded quickly and branched into a number of local markets. As a result of the business' early success, the opportunity arose to stock plain garments. With a limited supply chain, local demand for this service grew quickly, opening the door for a wider distribution model and the Ralawise brand, as we know it today, was born.

In 1991 Ralawise became an authorised distributor of Jerzees (now Russell Europe), with Fruit of the Loom granting Ralawise the same accolade shortly after. Ralawise now has a turnover in excess of £100m. Our head office is based in Deeside, Flintshire and we are the leading UK distributor of promotional workwear and leisure clothing.

Our main categories of provision are:

Clothing, workwear and associated products for the personalisation industry

3.0 Purpose of this Policy

Modern Slavery is a criminal offence under the Modern Slavery Act 2015. We will not tolerate the deprivation of a person's being by another in order to exploit them for personal or commercial gain. As a leading distributor we always work to the highest professional standards and comply with all laws, regulations, legislation, rules and best practice relevant to our business and operations.

We are committed to acting ethically and with integrity in all of our business operations and relationships, whether through direct employment, with suppliers or with contractors, and we are committed to implementing and enforcing measures, processes and controls to ensure that modern slavery is not occurring anywhere in our own business or those of our suppliers or contractors.

This policy sets out our risk and identification processes and the measures and controls which we are

and will be taking to effectively implement our zero tolerance commitment.

4.0 Processes for the Prevention of Modern Slavery

4.1 Recruitment

The majority of our recruitment is done directly, through our own HR Department and departmental/ hiring managers. We do on occasion supplement our own recruitment with agency support where necessary, but this is purely in the introduction of candidates, all interviewing, assessing and screening is conducted in house and in the same way as direct recruitment.

We operate a robust recruitment process, including conducting thorough Right to Work checks for all employees to safeguard them against human trafficking or being forced to work against their will.

4.2 Supply Chain

Some of our suppliers are European or International organisations with whom we have collaborative and open relationships. At present we are not aware of any of our current suppliers or contractors using or being involved in modern slavery.

We are committed to ensuring that there is complete transparency in our organisation and in our approach to tackling modern slavery throughout our supply chains. We expect all of our suppliers, contractors and those with whom we have a business relationship to work to the same high standards and zero tolerance. We are currently in the process of developing and establishing new contracting and supplier processes which include specific prohibition against the use of modern slavery, whether adults or children. In turn we expect our suppliers to ensure such tolerance and standards are implemented and maintained by their own suppliers.

Whilst we do not believe that at present we have any activities within the organisation which are considered to be at high risk of slavery or human trafficking, we are working to ensure that we have transparency within our supply chain, and are currently in the process of mapping our supply chain in order to minimise the possibility of modern slavery occurring within our supply chains/contractors.

We will be undertaking the following measures:

1. Conduct risk assessments to establish the areas of our business and supply chains which are most at risk of modern slavery;
2. Communicate and ensure that all our suppliers and contractors understand and are committed to our Anti-Slavery and Human Trafficking Policy, and work to uphold our strong values;
3. Understand the steps they have taken to eradicate modern slavery within their business;
4. Develop and implement specific screening processes for suppliers/contractors before commencing business relationships;
5. Develop contracts with suppliers and contractors which enable us to audit and scrutinise activities and their own supplier relationships in order to satisfy our commitment to anti-slavery;
6. We may terminate the contract at any time should any instances of modern slavery come to light;

Due to the Coronavirus pandemic it has been difficult to progress some of the above measures during 2020, however greater emphasis will be placed on these in 2021.

4.3 Employees

The Company's Anti-Slavery and Human Trafficking Policy is communicated across the organisation. The Policy is included in the Employee Handbook issued to all staff and trained out during induction to all new starters.

Departmental Managers and Team Leaders are responsible for ensuring that all those who report to them are familiar with, understand and comply with the Anti-Slavery and Human Trafficking Policy and are given refresher training as and when required.

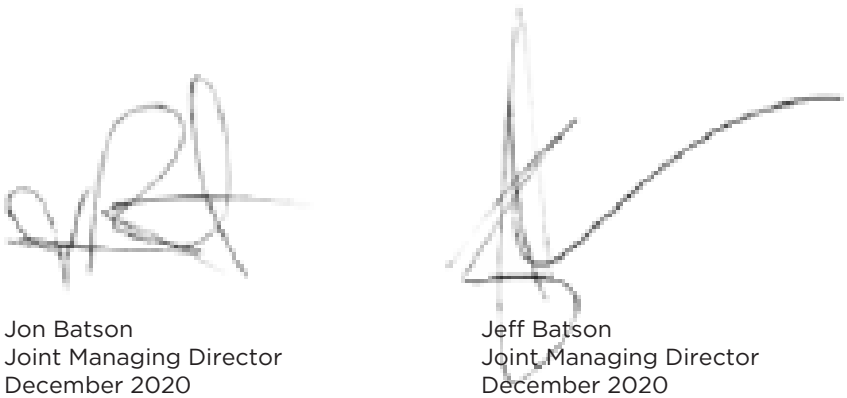
5.0 Responsibility for the Policy

Ultimate responsibility for the commitment and prevention of modern slavery sits with the Board of Directors, who have overall responsibility for ensuring this policy and its implementation comply with legal and ethical obligations. This policy will be reviewed on an annual basis, at the end of the financial year.

6.0 Reporting Modern Slavery or Human Trafficking

The Company has a Grievance Policy which is available within the Employee Handbook.

Individuals are encouraged to raise concerns internally to the HR Department.



Jon Batson
Joint Managing Director
December 2020

Jeff Batson
Joint Managing Director
December 2020