

# TACKLING MODERN SLAVERY

## BUSINESS MODEL AND SUPPLY CHAIN

This statement is made by Wren Kitchens Limited (“Wren”) in accordance with Section 54 of the Modern Slavery Act (“the Act”) 2015 and covers the financial year from 1 January 2021 to 31 December 2021. The statement also refers to activity we will be taking during our 2022 financial year.

Wren is the UK’s leading Kitchen retailer and manufacturer. We employ more than 7,000 people in the United Kingdom with 106 retail showrooms. We understand that slavery, human trafficking, servitude and forced labour is a global and increasing challenge for governments and business.

Wren assembles and manufactures its kitchens domestically before distributing to customers using Wren’s fleet of vehicles. The risks associated with modern slavery and trafficking are therefore moderate compared to other businesses who rely more on external manufacturing. However, Wren does rely on a global supply chain for the materials that are used to build its kitchens and associated products. With business growth and an increasing supply chain Wren recognises that this can increase the risk of modern slavery being found in its supply chains. As a business Wren has a role to play in promoting ethical business practices so we are committed to continuously improving our supplier due diligence.

## DUE DILIGENCE

We have an extensive whistleblowing procedure that gives staff the freedom to expose any behaviour that indicates modern slavery and/or trafficking. As part of new procedures we are in the process of implementing, Wren will carry out a slavery and human trafficking risk assessment on its suppliers to enable us to make a reasoned decision as to the risks involved and the level of monitoring required. Our Suppliers will be subject to intense scrutiny during the onboarding process to ensure their quality and compliance with all relevant legal and regulatory standards. This will include ensuring they have their own Modern Slavery and Trafficking statement if they are required to have one by law. In addition, the supplier will undertake that neither they nor any of their employees have committed any offences under the Act, or are being investigated for any such offences. Suppliers will be required to inform Wren immediately if they become aware of any infringements under the Act, with any breaches allowing termination of the contract with that supplier.

As part of these new procedures our suppliers will also undertake to maintain whatever records as may be necessary to trace our supply chains to enable us to determine a supplier's compliance with our Modern Slavery Policy. Wren will have the ability to conduct audits of its suppliers' operations, facilities and working conditions to ensure workers are free from slavery, servitude, forced labour and human trafficking.

## OUR COMMITMENT

Whilst Wren remains confident there is no slavery, servitude, forced labour or human trafficking in its UK operations, it also recognises the need for ongoing diligence and commitment to tackle these issues. If any measures are not deemed to be effective in addressing the risk; we will make any changes to those measures and to this statement as may be required from time to time. This statement has been approved by the Board of Directors who fully support Wren's ongoing and future commitments to tackle modern slavery.

*This statement is made on behalf of Wren Kitchens Limited ("Wren" "we" "us" "ours") pursuant to section 54(1) of the Modern Slavery Act 2015 ("the Act") and constitutes our statement for the financial year 2021. The Directors at Wren fully support the aims of the Act and will act promptly to deal with all offences that have been identified.*

A handwritten signature in black ink that reads "ALEX GRANT." The signature is written in a cursive, slightly stylized font.

Alex Grant  
Finance Director