

# Currys plc Anti-Modern Slavery & Human Trafficking Policy



## Introduction

Modern Slavery is a term that encompasses a number of crimes including slavery, forced or compulsory labour, debt bondage and human trafficking. It is the deprivation of someone's freedom by another person to exploit them for personal or commercial gain. Currys plc does not tolerate any form of modern slavery or human trafficking, not only because they are illegal, but because they are abhorrent crimes which violate a person's human rights. Modern slavery or human trafficking are global issues with the International Labour Organisation estimating 49.6 million people were living under modern slavery in 2022.

Currys is committed to operating a responsible business and will work with suppliers to give our colleagues and customers peace of mind that the products and services we sell, and use are free from modern slavery and human trafficking. In line with our obligations under the Modern Slavery Act 2015, we work to ensure transparency in our operations and supply chain.

This Policy sets out our minimum acceptable standards.

The provisions of this Policy are derived from and aligned with the following internationally recognised standards:

- [International Labour Organisation](#)
- [United Nations Guiding Principles](#)
- [UK Modern Slavery Act 2015](#)
- [Responsible Business Alliance Code of Conduct](#)

This Policy is endorsed by our Group Board.

## Definitions

Modern Slavery is an umbrella term for the illegal exploitation of people for personal or commercial gain. This includes, but is not limited to the following crimes:

Forced Labour refers to any work or service which is exacted from a person under the threat of a penalty and for which the person has not offered themselves voluntarily.

Debt Bondage, one of the most common forms of slavery today, occurs when a person is forced to work to pay off a debt. They are tricked into working for little or no pay, with no control over their debt.

Human Trafficking is the recruitment or movement of people for exploitation by use of threat, force, fraud, or the abuse of vulnerability.

## Who does the Policy apply to?

This Policy applies to all Currys plc colleagues including all permanent and temporary employees.

In addition, all Suppliers must comply with this Policy. 'Suppliers' refers to all entities that provide goods and/or services, whether to or on behalf of Currys plc or its subsidiaries. This includes contractors, outsource partners and shop-in-shops, joint ventures and franchisees.

## What is expected of our colleagues?

You are expected to read, understand and comply with this Policy. You must immediately report any suspicions or concerns relating to modern slavery or human trafficking immediately or any potential breaches of this Policy.

If you feel someone is in immediate danger you should call the emergency services straight away.

You should also raise the concern with your line manager, who will escalate internally for investigation as detailed in our [Modern Slavery Escalation Process](#), or notify the Responsible Sourcing team directly on [responsible.sourcing@currys.co.uk](mailto:responsible.sourcing@currys.co.uk).

To raise concerns anonymously you can make a report online at [currys.ethicspoint.com](https://currys.ethicspoint.com) or on mobile devices at <https://currys.navexone.eu>. Alternatively, you can phone the confidential hotline in the table below. Please see section below for list of contact numbers.

## What is expected of our suppliers?

We expect all our suppliers to implement and maintain their own due diligence procedures designed to minimise the risks of modern slavery or human trafficking occurring in their businesses and supply chains. Due diligence processes must be in place to ensure third party contractors are not engaging in modern slavery.

There must be no unreasonable restrictions on any worker's freedom of movement in the workplace and, if applicable, within any accommodation provided. All work must be voluntary, and workers must be free to leave the employment without threat or penalty if notice is given as per the worker's contract.

If modern slavery is suspected, Currys must be notified of the concern immediately. If a case is identified a remediation plan must be followed and Currys will work with suppliers to deliver this. Remediation can take many forms and will be developed in line with the individual's needs. Currys commit to the following principles when dealing with cases of modern slavery:

- i. We will treat cases individually
- ii. Our focus will be on victim centred remediation and ongoing support
- iii. We will follow the advice of experts
- iv. If necessary, we will take a collaborative approach with our suppliers or partners
- v. New learnings will be built into future policy and procedure and support in future risk mitigation

Suppliers are expected to share the requirements of this Policy with their own supply chain.

## How should our suppliers deal with discovered or suspected Modern Slavery?

If a supplier has any suspicions or concerns relating to modern slavery or human trafficking at Currys or in our supply chain, they must report the concern immediately by emailing [responsible.sourcing@currys.co.uk](mailto:responsible.sourcing@currys.co.uk) and copying in their usual Currys contact. We expect suppliers to notify us immediately of their concerns; they must not wait until after internal investigations have been concluded.

To raise concerns anonymously you can make a report online at [currys.ethicspoint.com](https://currys.ethicspoint.com) or on mobile devices at <https://currys.navexone.eu>. Alternatively, you can phone the confidential hotline below.

Country	Freephone Hotline Number
China	400 120 0150
Czech Republic	800 144 497
Denmark	80 83 10 12
Finland	800 413 819
Hong Kong	800 933 006
Norway	800 62 294
ROI	1800 851102
Sweden	020 88 16 07
UK	0808 196 5789

## Actions and Consequence

All Currys colleagues are responsible for preventing, identifying and reporting breaches of this Policy. Failure to comply may constitute a criminal offence and will be considered gross misconduct, leading to disciplinary action up to and including dismissal.

Suppliers are required to operate in a manner which does not conflict with this Policy and to respond to all reasonable requests for information that will allow Currys plc to fulfil its own obligations. We want to build strong, long-term relationships with our suppliers and will always seek to collaborate to resolve any issues in relation to modern slavery and human trafficking as the first option. However, if a supplier breaches this Policy or fails to engage with the remediation process, we may need to delist the supplier and/or terminate their contract. Breaches made by suppliers may also be reported to the relevant civil and criminal authorities.

We will seek and act on advice from external agencies and organisations where appropriate and review and update our Modern Slavery & Human Trafficking Policy at regular intervals.

## Supporting and related documents

The documents listed below should be read in conjunction with this Policy:

- [Currys Modern Slavery Escalation Process](#)
- [Currys plc Responsible Sourcing Policy](#)
- [Currys plc Standards for Responsible Sourcing](#)
- [Currys plc Conflict Minerals Policy](#)
- [Currys plc Child Labour Remediation & Young Worker Policy](#)

- [Group Whistleblowing Policy](#)
- [Responsible Business Alliance Code of Conduct](#)

If you require further information and assistance in relation to compliance with this Policy, please contact [responsible.sourcing@currys.co.uk](mailto:responsible.sourcing@currys.co.uk).

To report a breach of this policy anonymously please visit [currys.ethicspoint.com](http://currys.ethicspoint.com) or call the confidential hotline in the table above.

## Document Control

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