

Modern Slavery Statement.

2022/23.



Alex Baldock
Group Chief Executive, Currys

“As a responsible business we’re committed to using our scale and expertise to be a force for good in the world. There is no place for forced labour or exploitation in any of our operations and we will continue to do right by our colleagues, customers, and shareholders by working tirelessly to eradicate exploitation.”



Introduction.

Since the inception of the Modern Slavery Act 2015 ('the Act') we have been fully supportive of preventing modern slavery in businesses and supply chains around the world. We continue to believe that eradication of modern slavery requires raised awareness among both our colleagues and our communities, and that through collaboration we can drive good practice and transparency. Our business is committed to acting with integrity and leveraging our size and unique capabilities to do good. As a business trading across the United Kingdom & Ireland, the Nordics, Greece, and Cyprus, with colleagues also in Hong Kong, combined with a wide-reaching supply chain, we know we can make a difference by taking positive action.

Our Approach

We use the OECD (2018) model for due diligence assessments of responsible business conduct. The six-step model describes how companies should work towards more responsible and sustainable business practices across the supply chain. We, as a company, are open and honest about challenges in the supply chain and the negative impacts that can sometimes arise for people, society, and the environment. We are committed to handling these challenges in the best possible way in collaboration with our stakeholders.

We continue to risk assess our business and supply chain, recognising the dynamic nature of risk and identifying areas where there is potential for modern slavery, assigning resources, and mitigating where necessary. We have always advocated collaboration, sharing best practice and experience with stakeholders who share the goal of preventing modern slavery. Our focus continues to be on tier 1 suppliers (our direct supply base) where we have the most influence and can achieve more immediate impact and, where appropriate, we want to support them in identifying and investigating risks in their own supply chains. With our tier 1 suppliers, which includes our outsourcing partners, we expect the robust standards we set on supplier auditing to be upheld, in line with our own rigorous supply chain due diligence process.

Our vision, to help everyone enjoy amazing technology, has a powerful social purpose at its heart. We are 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 are free from forced labour and exploitation.



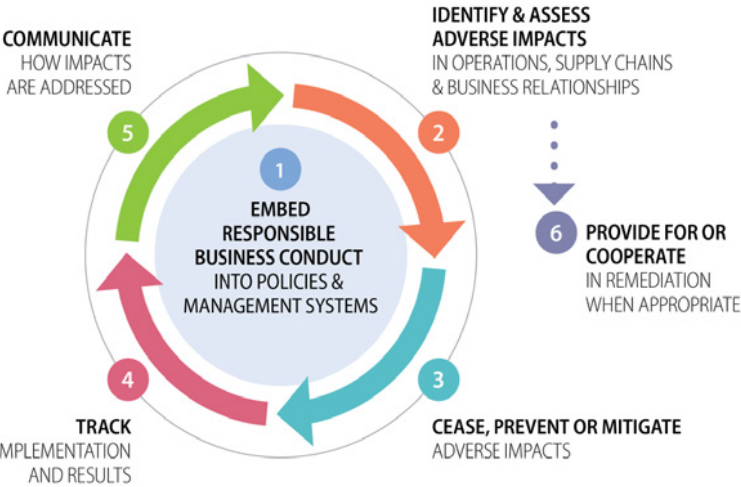
This is our eighth statement on modern slavery and human trafficking and covers the financial year ending 29 April 2023.

It has been approved by the board of Currys plc and is endorsed, approved, and adopted by the following operating subsidiaries: Currys Group Limited, Currys Retail Limited, iD Mobile Limited, Carphone Warehouse Europe Limited, DSG International Holdings Limited, Currys Retail Group Limited, Currys Holdings Limited, DSG European Investments Limited, DSG Overseas Investments Limited. The named subsidiaries are those based in the United Kingdom (to which the Act applies) with an annual turnover greater than £36m in 2022/2023, however the statement applies to all subsidiaries regardless of size or location.

Alex Baldock,
Group Chief Executive, Currys

24th October 2023

DUE DILIGENCE PROCESS & SUPPORTING MEASURES



Governance and Commitment.

Responsible sourcing is central to our work to prevent modern slavery and is a regular agenda item for our Board ESG Committee, constituted of three non-executive directors of the board and of our Group Sustainability Leadership Team (GSLT), chaired by our Chief People, Communications and Sustainability Officer. Our Group Chief Executive has overall responsibility for the responsible sourcing agenda and actions. The Board ESG Committee meets at least twice a year and the GSLT maintains engagement with senior leadership throughout the year. Alerts raised during supplier background checks and the review of any new vendor applications that have been flagged as a potential risk falls under our Board Risk Committee.

Beyond modern slavery and human trafficking, responsible sourcing at Currys includes workers' rights, the environment (which includes topics such as the reduction of plastic packaging and energy consumption), supplier capacity building, anti-corruption, and social impact. Continuing to grow our partnership with [EcoVadis](#), one of the leading providers of business sustainability ratings, has allowed us to continue our focus on this wider set of issues. EcoVadis's assessment focuses on 21 sustainability criteria, grouped into four themes, one of which is human rights and measures companies based on international standards including the [Ten Principles of the UN Global Compact](#), the [International Labour Organization \(ILO\) conventions](#), the [Global Reporting Initiative \(GRI\) standards](#), the [ISO 26000 standard](#), the [CERES Roadmap](#), and the [UN Guiding Principles on Business and Human Rights](#).

By continuing to invite our suppliers to join EcoVadis over the last year, more than 50% of Group spend is now covered by an EcoVadis rating. You can find more information on our targets for 2023/24 on page 7. This was our first full year as members of the [Responsible Business Alliance \(RBA\)](#). We made use of their Risk Assessment Platform, which includes indicators for forced and child labour, mapping all our own label and licensed brand factories and receiving a risk rating for each. With these factories now on the platform, we have a better understanding of the risks associated with each of our own label and licenced brand suppliers and are now working to incorporate our own risk indicators, such as supplier criticality, to give us more accurate risk data. Membership allows us to obtain audit reports of key suppliers through the RBA's audit sharing system. As members, we also have the opportunity to work collaboratively, share best practice in supply chain sustainability, mitigate against the risks of modern slavery by sharing their code of conduct, and access the expertise of the [Responsible Labour Initiative](#), which highlights indicators of forced labour worldwide.

In this subject area, the focus of our Responsible Sourcing team is on supplier monitoring, internal/external stakeholder engagement, utilising tools such as EcoVadis and the RBA's online supply chain and corporate social responsibility management platform, working with organisations such as the [Slave Free Alliance \(SFA\)](#), and the [British Retail Consortium \(BRC\)](#), and monitoring changes to legislation or sanctions in the territories where we and our tier 1 suppliers operate.

Key achievements in 2022/2023

- ✓ EcoVadis ratings available for over 50% of Group spend
- ✓ Onboarded more than 100 own label and licensed brand factories to the RBA analysis tool to map risk and gain deeper insight into our supply chain

“I’m pleased with the progress we’ve made this year and that we now have over half of our Group’s spend covered by an EcoVadis rating. We recognise that modern slavery is a global issue and remain committed to doing all we can to support its eradication through the proactive steps we’re taking to make meaningful change and champion best practice.”

Paula Coughlan,

Chief People, Communications & Sustainability Officer, Currys

Structure of Business and Supply Chain.

Our Business

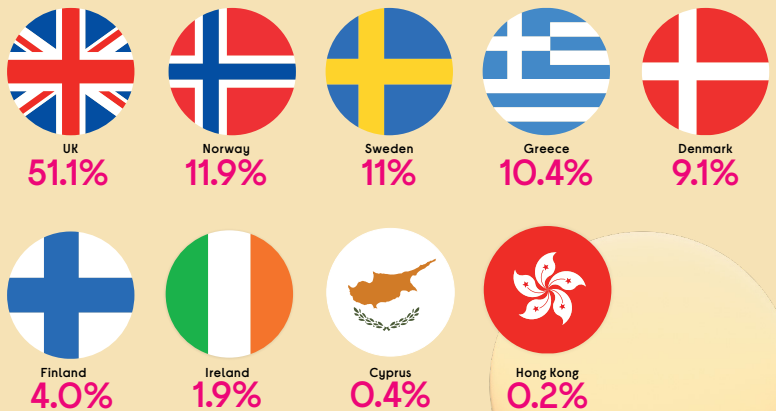
Headline Revenue:

£9,551 million

Number of stores

Number of stores		
Group total	UK & Ireland	301
	Nordics	426
	Greece	96
	823	

28,000 employees based in 8 countries



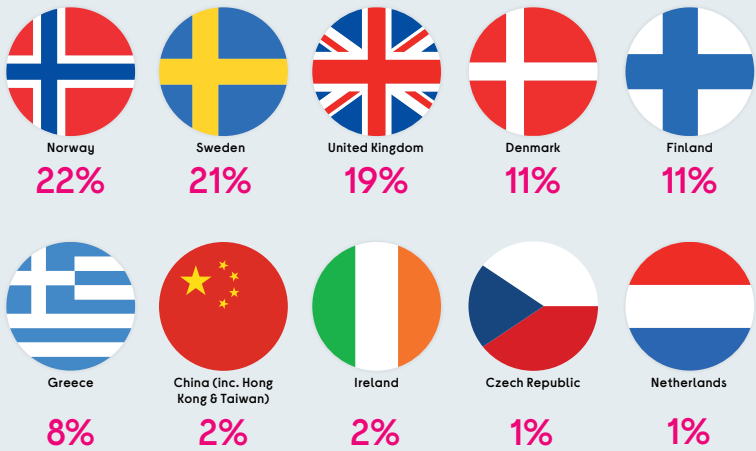
We are one of Europe’s leading omnichannel retailers of technology products and services. We provide a complete solution for customers offering a comprehensive range of electronic and mobile products, connectivity, and expert after-sales services. We are the market leader in every country in which we operate. In the UK & Ireland we trade as **Currys**; in the Nordics under the **Elkjøp** brand and **Kotsovolos** in Greece and Cyprus, full details of which can be found on our [corporate website](#). Each business is supported by its own support centre (head office), distribution network and repair facilities, with each procuring goods for resale (i.e. products and services to be sold in our stores) and goods not for resale (i.e. service providers such as catering and cleaning, construction services and IT partners).

Own label and licensed brand suppliers.

Our own label and licensed brand operation, based in Hong Kong, sources products across many categories including domestic appliances and consumer electronics. We currently work with 85 suppliers across Asia and Europe. Auditing and risk assessments are integral to our supplier selection process and their ongoing relationships with us, and we have been carrying out this work for many years. We have taken advantage of this wealth of experience to understand our wider business and supply chain, and when creating our support functions, including the Responsible Sourcing team based in the UK.

Supply Chain

We source from around **7,000** tier 1 suppliers whose businesses are registered in **46 countries** with **97%** of them in the 10 listed below:



13%

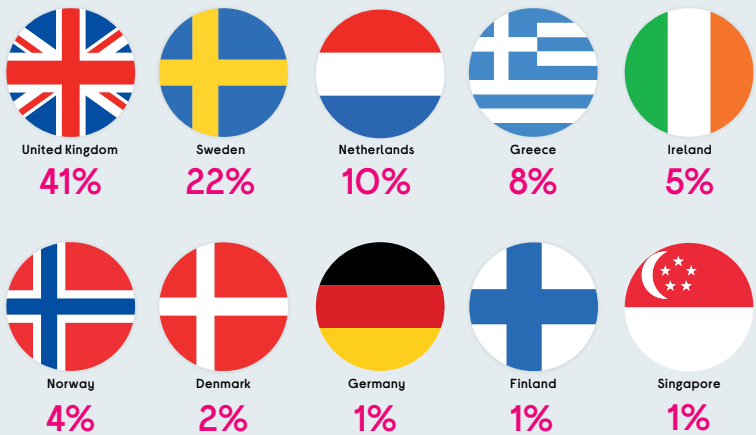
of suppliers are for products or services that are sold to our customers (goods for resale) and these account for 81% of Group spend.

87%

of suppliers are of goods or services not intended for consumers (goods not for resale) and these account for 19% of Group spend.

95%

of our Group spend is with suppliers whose businesses are registered in the 10 countries below:



Policies in Relation to Modern Slavery and Human Trafficking.

Our [Standards for Responsible Sourcing](#) are referenced alongside our [Modern Slavery](#) policy in supplier contracts. The Standards which are referenced in our [Currys Code of Conduct](#) issued to all colleagues, continue to be the cornerstone of our work to set minimum requirements in the areas of modern slavery, human trafficking, human rights, labour, environment, anticorruption and social impact. They make explicit reference to the [Ethical Trading Initiative](#) (ETI) [base code](#) and require our tier 1 suppliers to work towards full compliance. The goal of the Standards is for continuous improvement, working with suppliers to improve their position rather than excluding them. However, if necessary, we will delist a supplier or terminate a contract in response to a related non-compliance. Last year we committed to review and republish our Standards for Responsible Sourcing, transitioning from the ETI Base Code and adopting the RBA Code of Conduct as a consequence of our membership (we migrated from the ETI to the RBA in early 2022 due to the latter’s specific focus on the electrical appliance/electronics sector). During this process, we became aware that the RBA was starting to review their Code of Conduct and it was decided that the redraft of our Standards should be postponed to align with the RBA’s renewal. Version 8 of the RBA’s Code is due to be published in January 2024 and by aligning with that timeframe we avoid the need to redraft the Standards and seek further approval, both by us and our suppliers, in early 2024. We will therefore seek to republish our Standards in early 2024.

Our [Conflict Minerals](#), [Child Labour Remediation](#), and Modern Slavery policies set minimum standards for suppliers to meet. The Conflict Minerals policy encourages our suppliers to make use of the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#) to conduct their own supply chain due diligence. The policy also ensures suppliers source from refineries that are on the [Responsible Mineral Initiative’s Conformant Refiners list](#).

We recognise the impact of standards and policies is through compliance as well as colleague and supplier awareness. Our ongoing partnership with EcoVadis adds to our existing audit programme, compliance checks and workers’ rights questionnaire. Through the EcoVadis supplier assessments, supplier policies are externally verified rather than relying on self-assessment. We continue to keep suppliers under review and add further measures to monitor compliance as required.

Our 2023/2024 key areas of focus include:

- ✔ Continue to highlight supplier best practice and to champion supplier ethical behaviour
- ✔ Review and republish our Standards for Responsible Sourcing in line with the RBA’s Code of Conduct

Progress against 2022-2023 areas of focus:

2022-23 Area of Focus	Status	What steps we’ve taken this year
Continue to highlight supplier best practice and to champion supplier ethical behaviour	Ongoing	The EcoVadis platform gives us a tool to measure suppliers against set criteria and understand what best practice might look like within the business areas we operate.
Review and republish our Standards for Responsible Sourcing	Ongoing	Agreed to redraft and publish in early 2024 in alignment with Version 8 of the RBA’s Code of Conduct

“Our reach is extensive, with customers able to get their hands on a wide range of tech products in-store and online across eight countries. This quite rightly comes with a responsibility – to make sure all the tech our customers want and need is responsibly sourced and produced. Given the close relationships we hold with the suppliers and manufacturers of the products we sell, we’re in a strong position to help move the dial in eradicating modern slavery for good.”

Ed Connolly, Chief Commercial Officer, Currys

Due Diligence Process.

Key activities during 2022–2023:

Continue to roll out EcoVadis to Group suppliers

EcoVadis’ sustainability ratings platform enables us to go beyond our own supplier database and risk assessment, helping us to measure and improve supplier social, environmental, and economic performance. The platform gives us a thorough view of our suppliers, enabling us to assess supplier compliance against our Standards. Enhanced data is empowering us to target resources towards areas of higher risk, and to drive continuous improvement and sustainability impact. We have targeted suppliers by largest spend, with over 50% now rated on EcoVadis, which includes a 20% increase in spend coverage for goods not for resale suppliers in the last year. Our Responsible Sourcing team provides monthly progress reporting and regularly reviews suppliers not on the platform with UK & Ireland, Nordic, and Greek commercial and procurement teams to identify, invite and then encourage new suppliers to complete their assessments at regular intervals throughout the year. In addition, this year we will begin loading our Group suppliers onto the EcoVadis IQ+ portal. This tool complements the EcoVadis sustainability ratings and enables us to monitor supplier risks by country and sector without full EcoVadis assessment. The new tool allows for a more targeted approach as we can identify those suppliers where, although share of business is small, the risks associated with their country of operation and/or sector, combined with their share of our business mean a full EcoVadis assessment is appropriate.

Audit programme for own label and licensed brand suppliers

We remain confident that our audit criteria for own label and licensed brand suppliers reflect the risks to our business, suppliers, and their employees. All own label and licenced brand suppliers are audited prior to selection and then on an ongoing basis, with the frequency of audits set between six months and three years depending on previous performance and other risk criteria. This year we completed 78 audits;

where any issues are found, we then work closely with relevant suppliers to monitor non-conformances (including excessive working hours as detailed below) and ensure issues were resolved to our satisfaction (detailed further in monitoring section below).

Modern Slavery threat assessment of Elkjøp last mile delivery partners:

As part of our membership of the SFA (a best practice scheme that is run by [Hope for Justice](#), a leading global modern slavery charity) we completed a threat assessment of our last mile delivery partners in the Nordics. The SFA carried out desk-based assessments of our supplier contracts and audit framework and improvement recommendations were made. This year Elkjøp have acted on the recommendations by implementing an anonymous monthly survey for last mile delivery drivers. The survey focuses on driver working conditions and wellbeing, responses are analysed and follow up actions are communicated via a quarterly newsletter. In 2023/24 we will be working with the SFA to complete a similar exercise in our Kotsovolos business.

Identifying trends/recurrences

The issue we most commonly find remains the occurrence of excessive working hours in countries such as China. We consider whether our working practices may impact and encourage these additional hours, as well as continually working to address this with our suppliers. We have set own label and licenced brand suppliers a target for continuous improvement which is consistent with the RBA’s [Validated Audit Programme](#), reviewing corrective action plans and re-auditing as necessary. Whilst this remains an area with more work to be done, we are pleased with the improvements our suppliers continue to make.

Our 2023/2024 key areas of focus include:

- Continue inviting suppliers to join us on the EcoVadis platform. Our 23/24 target is to increase spend coverage to 65% (including an 80% target for Own Label and Licensed Brand) for suppliers to have a full and valid EcoVadis assessment
- Add and monitor a minimum of 70% of Group suppliers on the EcoVadis IQ+ portal to enable us to monitor supplier risks by country and sector without full EcoVadis assessment
- Drive further reductions in working hours for own label and licensed brand suppliers and continue to monitor our purchasing impact

Progress against 2022–2023 areas of focus:

2022-23 Area of Focus	Status	What steps we’ve taken this year
Continue inviting suppliers to join us on the EcoVadis platform	Ongoing	Onboarded several new suppliers across our Group accounting for a further 14% of our spend
Drive further reductions in working hours for own label and licensed brand suppliers and continue to monitor our purchasing impacts	Ongoing	Asked 21 factories to provide a corrective plan to reduce working hours and monitored progress via a follow up audit

Risk Assessment.

Risk exposure is ever evolving, and our business and supply chain assessments adapt accordingly. We gather intelligence about emerging risks through our industry collaborations including the BRC, RBA and SFA and target our efforts where they can make the most impact.

We assess all tier 1 suppliers based on their country of registration (using the [Global Slavery Index risk rating](#)) and type of business and then ask targeted questions to the suppliers identified as higher risk, ensuring our resources are focused on the countries, products/materials, and industries where slavery is more prevalent. We have further developed our risk assessment strategy by introducing the EcoVadis sustainability ratings platform to our Group, working to assess tier 1 suppliers in areas of social, environmental, and economic performance to drive improvement and impact.

In recent years, and as a result of the work we conducted with the SFA we have managed to reduce the risk rating for our waste and recycling tier 1 and 2 supply chain as we have gained a far better understanding of their systems, policies and working practices. Whilst this has meant we have greater confidence in our suppliers in this area, we continue to work with the SFA to monitor risk. In addition, the SFA has reviewed our governance, policies and procedures, due diligence, and training regarding modern slavery. Overall, the report found that we have a ‘strong commitment to address modern slavery’, ‘a solid set of policies’, and ‘a reasonable, proportional, and collaborative approach to risk assessments’, as well as ‘good training provision’. It was also noted that our recruitment and employee selection frameworks ‘provide significant protection against the likelihood of criminals attempting to recruit victims of slavery into the organisation’ and ‘no evidence of modern slavery taking place’ during the gap analysis.

Whilst these points are encouraging, there will always be more we can do to improve. The report noted that improvements could be made in our response to incidents of modern slavery, by reducing reliance on a small number of team members. This year we addressed the recommendation by documenting a formal escalation process to assist us in processing and escalating reports of modern slavery, while removing single person accountabilities, and ensuring the safeguarding of potential victims. It was also suggested that we conduct a ‘deep dive’ exercise with our Nordic and Greek recruitment providers. Due to changes in the relevant team in Elkjøp and following discussions with the SFA it was decided that we would first complete an assessment of last mile delivery partners first and move onto our recruitment partners in both the Nordics and Greece in 2023/24.

On the following page we have identified some areas we consider to be of higher risk:

“Elkjøp’s due diligence process helps mitigate and address risks with our last mile suppliers. Audits and close dialogue with our suppliers have led to actions to secure drivers’ health, safety, and wellbeing.”

Marianne Nøkleby, Sustainability and Environment Director, Elkjøp

Risk Assessment.

Areas of Risk

Human rights concerns: The ongoing risk to workers’ conditions is an area of concern and continued monitoring for our business. We engage with organisations such as the RBA and BRC on the topic to gain expertise and discuss experiences with other members as this continues to be challenging for many businesses. When applicable sanctions lists are released or updated, we contact our relevant suppliers for confirmation that they are not providing Currys with goods or parts that come from any entities named. All tier 1 suppliers are risk assessed and our own label and licenced brands are audited before being contracted and then throughout the trading relationship by both our inhouse and specialist independent auditors. Where possible we will work with a supplier to help it improve its working practices but if the concern can’t be resolved we will cease to trade with the supplier.

Recruitment providers: We reviewed our recruitment provider contracts in the UK to be assured that no subcontracting was taking place. Temporary labour contracts already prohibited the use of subcontracting but as detailed in our 2020/21 Statement, we also contacted our recruitment providers to ask directly and to dig deeper. We issued these suppliers with our Standards for Responsible Sourcing and respecified our expectations. After discussions, one supplier of temporary labour was unable to provide satisfactory assurances and we chose not to renew our contract with them. As mentioned above, in 2022/23 these activities in our Nordic business were postponed, however, we will be conducting similar exercises for our Elkjøp and Kotsovolos businesses and their providers in 2023/24.

High working hours in China: High working hours continues to be an area of risk for our supply chain. We have made ongoing efforts to improve our audit questioning to advance data sources and we have also contacted own label and licensed brand suppliers based in China to stress our concerns and focus on collaborating with them to reduce excessive working hours. We set suppliers targets for continuous improvement and review

corrective action plans, re-auditing where needed. Since we started to engage with suppliers, they have reduced working hours and the maximum hours worked across all factories we purchase goods from has reduced by over 10%.

Raw materials: Given the complexity of our supply chain and the number of tiers between us and raw material suppliers, we previously worked with the ETI and its membership to collaborate in this space and help identify high risk materials and/or components where we need to focus efforts to get back to source. This year we have utilised our membership of the RBA and their Responsible Minerals Initiative to keep abreast of changes to legislation and current best practices. We have also used the Material Insights tool to better understand the ESG issues associated with key materials in our industry and to highlight where risks lie in relation to conflict minerals. Over the coming year we will consider how this data can be utilised effectively. Our Nordics business Elkjøp’s own brand kitchen line Epoq relies heavily on stone and wood. We understand the risk of human rights violations and labour rights in the timber industry and therefore only use certified timber. Moreover, certain types of stone produced in African countries and in India have also been linked to human rights violations. To mitigate risk, we do not offer these materials in our range.

Countries of higher risk: As a multinational business with a global supply chain, working with suppliers in areas of risk, we keep abreast of emerging issues through collaboration with the BRC, RBA and other organisations as well as identifying countries, companies and individuals flagged by the Global Slavery Index and/or international sanctions. This allows us to take targeted supplier engagement actions to mitigate concerns. We recognise that human rights violations occur in specific countries/regions related to our supply chain, and work to share learnings and stay informed of the latest guidance with an aim to ensure our supply chain remains free from forced labour.

Our 2023/2024 key areas of focus include:

- ✓ SFA Threat Assessment of our Nordic and Greek recruitment partners
- ✓ Determine how the Material Insights tool data, on risks associated with conflict minerals, can be utilised effectively

Progress against 2022-2023 areas of focus:

2022-23 Area of Focus	Status	What steps we’ve taken this year
Assess the risk of modern slavery for recruitment providers in our Nordic and Greek businesses	Amended	Completed risk assessment of last mile delivery partners with recruitment providers to follow
Develop a formal escalation process to respond to reports of modern slavery and ensure the appropriate safeguarding of potential victims	Completed	Our modern slavery escalation process covers the steps we will take from the moment a suspected case of modern slavery is communicated to us and includes the remedial actions we will consider when supporting a victim of modern slavery
Utilise our membership of the RBA and its Responsible Minerals Initiative to gain a better understanding of the high-risk materials and components included in the products we purchase	Ongoing	Assessed risk of our own label and licensed brand factories in relation to conflict minerals with RBA and Material Insights tools

Expert Advice and Collaboration.

We recognise that the issue of modern slavery and human trafficking requires collaboration across private and public sector organisations, countries, and civil society. We welcome collaboration on the topic, learning from others as well as actively sharing our own experiences and best practice.

We believe collaboration is key to building and maintaining strong, long-term relationships with our suppliers. We have traded with approximately 35% of our current own label and licensed brand suppliers for ten years or more (accounting for almost 30% spend) and nearly 70% for five years or more (accounting for 97% of spend), allowing us to mutually benefit from these partnerships. We welcome greater collaboration with our suppliers, and this is an area we aim to build on. As we collect better data and improve lines of communication, supplier concerns regarding risks of modern slavery can be shared and remediated immediately.



British Retail Consortium: (CSR Community & Ethical Labour Working Group): We regularly take part in discussions on human rights concerns related to topics such as the treatment of migrant workers and ethnic minorities.



Responsible Business Alliance: This year we have utilised the RBA's supplier risk mapping tool, uploading all our licensed brand and own label factories to the dashboard. We have also connected with several of our branded and own label suppliers to access shared supplier assessments. We participate in regular meetings with the Responsible Minerals Initiative, Responsible Labour Initiative and the RBA Monthly Policy Webinar which cover topics including forced labour and working hours in China. Due to its specific focus on the electronics industry, the issues it deals with align strongly with the risks faced in our supply chain.



Bright Future: We remain proud members of Bright Future (Cooperative) Limited, with our own Group Responsible Sourcing Manager representing Currys on the board of directors. Bright Future offers survivors of modern slavery a pathway to paid employment and we have helped seven survivors find permanent work within our business and several others join us on a trial basis, before deciding on alternative opportunities to date. This year one candidate joined us on a permanent basis while another, who joined us for a trial period, decided on a placement better aligned to their employment ambitions. We continue to be committed to placing more survivors whenever possible.



Slave Free Alliance: Membership gives us access to expertise around modern slavery in the form of in-house investigations, crisis response, due diligence review and training. This year we enlisted SFA to complete a Threat Assessment of Elkjøp's last mile delivery partners. This year we continued to act on their recommendations from our gap analysis in 2021/22 by creating and sharing an escalation process for suspected cases of modern slavery.

“We’re immensely proud of what we have achieved with Currys since Bright Future became a Cooperative in 2020. Simon Murray, Group Responsible Sourcing Manager for Currys, is a Board member and has championed and led the voice of survivors for the past three years. We have supported 77 survivors through placements towards a future free from exploitation, 59 of whom have accepted permanent contracts, seven of those through Currys. That’s 59 survivors who now have financial freedom, a community to develop their skills, and control over their future. We will continue to work closely with those in the placement journey to ensure our service is in line with their needs and survivor led and thank both Simon and Currys for their continued work, support, and engagement.”

Peter Westall, Chief Values Officer, Mid Counties Co-op and Chair of Bright Futures Co-Operative Limited

Monitoring and Impact.

Currently we have the following ways to monitor action and impact in place:

Currys whistleblowing hotline: This year one of the calls to our confidential hotline referred to modern slavery but, upon investigation, it was found to be in relation to other issues. The individual involved was supported and their concerns were resolved.

Distribution franchise whistleblowing hotline: This year no calls were made in relation to modern slavery.

High-risk supplier workers' rights questionnaire responses: As part of our onboarding process, our questionnaire is sent to suppliers deemed as having a higher risk of modern slavery; either due to the sector they work in, or the country where they operate. We review the list of business sectors annually and use the Global Slavery Index to identify countries most at risk. Responses must be received and followed up (if required) before onboarding can be completed and orders placed.

Own label and licenced brand audits: We audit suppliers prior to selection and then on an ongoing basis, with the frequency of audits set dependent on previous performance. Our audit criteria include assessments for child/young labour, working hours, wages and deductions, overtime, working conditions and safety, freedom of movement and association, discrimination, and disciplinary practices.

- Non-conformities: We engage directly with own label and licenced brand suppliers on non-conformities, ensuring issues are resolved to our satisfaction. In all cases we request a corrective action plan and work closely with the supplier to ensure non-conformances are remedied within an agreed timeframe.
- Red Result/Corrective Action Plan (CAP): An audit gives a red result if a supplier fails to meet satisfactory levels in relation to social and ethical standards. After engaging with them on remedial action, if it is impossible for the supplier to improve their performance or we do not see positive results, they will not be approved or will be delisted.
- Working hours: Alongside the audits CAPs at individual factory level, we monitor trends in findings. We continue to engage with suppliers on the issue of working hours; auditing and then reviewing CAPs and stressing our focus in this area. We continue to drive sustainable reductions with the long-term aim of supporting suppliers to make meaningful change for their workforce.



Our 2023/2024 key areas of focus include:

- ✓ Continue monitoring suppliers through our risk-based approach to due diligence, looking for opportunities to enhance where practical and appropriate.

Progress against 2022-2023 areas of focus:

2022-23 Area of Focus	Status	What steps we've taken this year
Supplier Monitoring	Ongoing	Developed our relationship with EcoVadis and the RBA to deepen understanding of the risk makeup of our supply chain allowing us to appropriately invest resource

Training and Awareness.

Supplier Training

We did not conduct any additional training with suppliers in 2022/23, instead focusing on the EcoVadis platform and suppliers’ ratings to help us get a better picture of suppliers understanding/compliance on a wide range of ESG issues including workers’ rights/modern slavery. This year we will utilise the resources available in the RBA Learning Academy to signpost suppliers to the online training they offer by embedding information into our revised Standards for Responsible Sourcing.

Colleague Training

Our strategy for modern slavery training involves raising awareness across all our business operations and colleagues, giving confidence to our colleagues to flag any concerns, whether these be at work or in their communities. We know modern slavery thrives when it is hidden, and so it is essential to empower colleagues to understand the crime so that they can recognise the signs and know how to report concerns.

We continue to deliver targeted training to colleagues that work in areas of our business where there is greater exposure to the risks of modern slavery. This year we launched training for our colleagues in commercial and procurement roles, to improve their awareness of modern slavery and broader issues surrounding responsible sourcing to ensure this is considered in their purchasing decisions. The mandatory training module has been issued to over 600 colleagues in the UK & Ireland and Nordics. Our Greek colleagues are currently working to adapt the training for their own commercial and procurement teams. We have also developed an enhanced version of the training for our own label and licensed brand commercial colleagues due to the closer business relationship and likelihood of visiting suppliers factories on a regular basis. This training will be rolled out in early 2023/24. In addition, this year we will refresh the training for our distribution colleagues, giving these teams tools to spot the signs of modern slavery and actions to take if they have a concern.

Our 2023/2024 key areas of focus include:

- ✓ Launch Greek training module to commercial and procurement colleagues in Kotsovolos
- ✓ Launch responsible sourcing training module for own label and licensed brand colleagues in the UK and Hong Kong
- ✓ Utilise the RBA Learning Academy to signpost suppliers to online trainings via our Standards for Responsible Sourcing
- ✓ Refresh distribution colleague training on recognising modern slavery

Progress against 2022-2023 areas of focus:

2022-23 Area of Focus	Status	What steps we’ve taken this year
Roll-out commercial training module to relevant colleagues in the UK & Ireland, Nordics, and Greece	Ongoing	Assigned the training to 600 commercial and procurement colleagues in the UK & Ireland and Nordics. Our Greek colleagues are in the process of adapting the training for their local needs
Develop an enhanced commercial training module targeted at our own label and licensed brand teams based in the UK and Hong Kong	Ongoing	An enhanced version of the training has been developed and is with our learning and development team to be finalised and assigned

Key Future Steps for 2023/24.

- ✓ Republish our Standards for Responsible Sourcing in line with the Responsible Business Alliance's Code of Conduct
- ✓ Continue inviting suppliers to join us on the EcoVadis platform. Our 2023/2024 target is to increase spend coverage to 65% (including an 80% target for Own Label and Licensed Brand) for suppliers to have a full and valid EcoVadis assessment
- ✓ Slave Free Alliance Threat Assessment of our Nordic and Greek recruitment partners
- ✓ Launch Responsible Sourcing training module to commercial and procurement colleagues in Kotsovolos and own label and licensed brand colleagues in the UK and Hong Kong
- ✓ Refresh distribution colleague training on recognising modern slavery

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www.currysplc.com

“It is important that we continue to raise awareness of modern slavery within Currys and in particular with those colleagues that engage with our supply chain and whose purchasing practices could have an adverse impact on how a supplier operates, should they not understand the consequences of the decisions they make.

Whilst it would be impossible to say any supply chain is completely free from modern slavery, Currys takes the subject and risks seriously and will continue to do so, taking appropriate steps and engaging and collaborating with subject matter experts to improve our own understanding.”

Simon Murray
Group Responsible Sourcing Manager, Currys

The Currys logo, consisting of the word "currys" in a white, lowercase, sans-serif font, centered within a dark blue circle.