

Currys plc Modern Slavery Policy



Introduction

Modern Slavery is a term that encompasses slavery, servitude, forced or compulsory labour and human trafficking. Currys plc ('the Company') does not tolerate any form of Modern Slavery, not only because it is a criminal offence but also because it is unethical and dishonest. This Policy sets out our Company's minimum acceptable standards. We ask that you read and understand what is expected of you and take the necessary steps to:

- Ensure that workers in the Company and our supply chain are not being exploited, that they are safe and that relevant employment laws (including in relation to wages and working time), human rights laws and international standards are adhered to, including freedom of movement and communications;
- Seek line manager advice if you are concerned that an instance of Modern Slavery might have occurred, or email responsible.sourcing@currys.co.uk;
- Operate with honesty and integrity;
- Report breaches of this Policy, which can be done in confidence, to our Whistleblowing Line or by emailing responsible.sourcing@currys.co.uk;
- Act, in a way outlined below, when you encounter activity that you consider may constitute a breach of this Policy; and
- Avoid putting the Company in a compromising position.

This Policy is endorsed by our Group Board and is relevant to:

- Employees – all Company colleagues (permanent or temporary);
- Suppliers and partners – our suppliers, business customers, landlords, contractors and sub-contractors, outsource partners and shop-in-shops, joint ventures, consultants and franchisees; and
- Agents – an 'agent' of Currys is a third party engaged to act as an intermediary between Currys and another company/organisation.

What is expected of our colleagues, suppliers and partners?

Currys colleagues are required to read and comply with this Policy. Failure to comply may constitute a criminal offence and will be considered to be gross misconduct, leading to disciplinary action up to and including summary dismissal.

We also expect all our suppliers and partners to operate in a manner which does not conflict with this Policy and to respond to all reasonable requests for information that will allow the Company to fulfil its own obligations. If suppliers or partners fail to comply with this Policy, it is likely to preclude them from maintaining their relationship with the Company and potential breaches may be reported to the relevant civil and criminal authorities.

We expect all our suppliers and partners to implement and maintain their own procedures designed to ensure their businesses and supply chains are free of Modern Slavery.

What should I do if I discover a case of Modern Slavery?

You must report any breaches of this Policy and can do so in one of 3 different ways:

- To your manager, who will investigate or escalate internally for investigation as appropriate, that will include notifying responsible.sourcing@currys.co.uk.
- If your concern involves your line manager or you feel that your line manager hasn't properly addressed it you can contact your line managers manager or Employee Relations (as detailed in our Whistleblowing Policy)
- If you don't think you can talk to a manager or Employee Relations, you can use the confidential hotline (as detailed in our Whistleblowing Policy). You can phone or use the online tool in confidence (and anonymously, if you wish) knowing that you won't be traced or recorded.

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

If suppliers or partners suspect there has been an instance of Modern Slavery within Currys or in another Currys supplier or partner, those suspicions should be reported by emailing responsible.sourcing@currys.co.uk and copying in their usual Company contact. We expect suppliers and partners to notify us immediately of their concerns; they must not wait until after internal investigations have been concluded.

Supporting and related documents

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

- Currys Standards for Responsible Sourcing
- Currys Conflict Minerals Policy
- Currys Whistleblowing Policy

Document Control

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