

Modern Slavery & Human Trafficking Statement.

2025-2026

“We remain committed to using our scale and experience to be a force for good in the world. As a large retailer with an extensive supply chain, we have a real responsibility to identify, prevent and address the risks of forced labour in our operations and supply chain.

We continue to strengthen our approach through robust due diligence, responsible sourcing, and genuine engagement with our suppliers. Where risks are identified, we’re committed to working with our suppliers to ensure affected workers are supported. But we recognise this work is never finished, there are always challenges to address and lessons to learn. Addressing modern slavery requires ongoing collaboration and we will continue to improve our approach to drive meaningful change.

I’m pleased to endorse this statement and reaffirm our commitment to conducting our business responsibly and respecting the rights of everyone connected to Currys.”



Fredrik Tønnesen,
Group Chief Executive Officer, Currys

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Introduction.

Since the inception of the Modern Slavery Act 2015 ('the Act') Currys plc has been fully supportive of preventing modern slavery in businesses and supply chains around the world. Modern slavery, including forced labour, child labour, bonded labour and human trafficking, represents some of the most severe human rights abuses.

Tackling these abhorrent abuses requires raising awareness and robust due diligence and we are fully committed to collaborating with our colleagues and our communities, to drive good practice and transparency across our operations. As a business trading across the United Kingdom, Ireland and the Nordics, with colleagues in Hong Kong and outsourced operations in India and South Africa, as well as a global network of over 6,500 suppliers, we recognise our exposure to the risks of modern slavery. We mitigate these risks and are taking action to make a positive difference.

In preparing this statement, we have drawn on evidence and insights from across the business, including our Responsible Sourcing team, Procurement, People team, Learning & Development, Legal, Risk and Compliance functions in both the UK and Nordics and our

Technical team based in Hong Kong. We have reviewed our policies, due diligence processes, audit findings and supplier engagement activities throughout the reporting period. This statement has been reviewed by the Group Sustainability & ESG Director, Elkjøp's Head of Risk, Compliance & Sustainability and our Deputy General Counsel. Subsequently it has been reviewed and approved by the Group Sustainability Leadership Team, Audit Committee and the Board to ensure it accurately reflects our approach to identifying and mitigating modern slavery risks across our operations and supply chain.

This is our eleventh statement on modern slavery and human trafficking and covers the financial year ending 2 May 2026.

Our approach.

We implement the [OECD's six-step model](#) for conducting due diligence in responsible business practices. This framework guides our efforts toward cultivating a responsible and sustainable supply chain, ensuring transparency and ethical conduct at every level.

Continuously assessing risk within our business and supply chain is a priority and enables us to adapt quickly to its dynamic nature and evolving challenges. We identify areas with potential exposure to modern slavery and proactively allocate resources to mitigate these risks. We have always advocated for collaboration, sharing best practices and experience with stakeholders who share the goal of preventing modern slavery. Our focus has been on tier 1 suppliers of both goods and services (our direct supply base including our outsourcing partners) where we have the most influence and can achieve greater impact, however we continue to learn more about risks across our full value chain and using our scale and experience, work with our suppliers to address risks in our second tier. We expect the robust standards we set on supplier auditing and rigorous supply chain due diligence processes to be upheld at all times. Where issues are identified, our preference is to work with suppliers to establish a remediation plan with defined timelines (typically 30–90 days depending on the severity of the breach). We remediate concerns, recognising that abrupt disengagement can harm workers, however we may cease trading

Key achievements in 2025-2026.

- ✓ EcoVadis ratings available for over 96% of order value with our own label and licensed brand suppliers.
- ✓ Increased average EcoVadis scores for our own label and licensed brand suppliers to 46 (+ 7).
- ✓ Refreshed and reissued our responsible sourcing training for over 600 buyers in the UK and Hong Kong.
- ✓ Reviewed and updated our 'spot the signs' training for colleagues across our supply chain and service operations in the UK & Ireland and the Nordics
- ✓ Completed a Slave-Free Alliance ("SFA") gap analysis.
- ✓ Completed an independent review of our recruitment partners supplying our stores, customer contact centres, distribution centres our repair centre in the UK & Ireland.

with a supplier or follow colleague disciplinary processes if our standards and processes are breached. We continue to learn more about risk across our full value chain and where appropriate, work with our suppliers to identify and address these in our second tier, this is detailed in the Risk Assessment section below.

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 continue to work with suppliers to help reduce the risk of forced labour and exploitation in the products and services we buy and sell, this commitment gives greater assurance to our colleagues, customers and shareholders.

Governance.

Responsible sourcing is central to our work to prevent modern slavery and is a regular agenda item for our Group Sustainability Leadership Team (GSLT). The GSLT meets quarterly with meetings chaired by our Chief People, Communications and Sustainability Officer. The Group Chief Executive Officer holds ultimate responsibility for overseeing the agenda and actions related to responsible sourcing, ensuring accountability and strategic direction in eliminating modern slavery risks. The Board has ultimate oversight of Currys approach to managing modern slavery risks, including approval of this statement, with any serious breaches or significant modern slavery concerns escalated to the Board for appropriate oversight and action. Alerts raised during supplier background checks and the review of any new vendor applications that have been flagged as a potential risk would go through the GSLT and Executive Committee.



The focus of our Responsible Sourcing team is on supplier monitoring, internal/external stakeholder engagement, utilising tools such as EcoVadis Sustainability Ratings, IQ and Carbon Action Module, and the Responsible Business Alliance’s (RBA) 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. Our Responsible Sourcing Manager takes overall responsibility for overseeing modern slavery risk.

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. Through our partnerships – including with EcoVadis – we have increasing oversight across a wide range of issues. The EcoVadis assessment focuses on 21 sustainability criteria, grouped into four themes, one of which is labour and 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](#).

Structure of the business and supply chain.

We are one of Europe’s leading omnichannel retailers of technology products and services. We provide a complete solution offering a comprehensive range of consumer electronics, mobile phones, domestic appliances, connectivity, and expert after-sales services, selling both direct to consumers and to businesses. We are the market leader in each country we operate in, trading as [Currys](#) and [iD Mobile](#) in the UK and Ireland and in the Nordics under the [Elkjøp](#), [El Giganten](#) and [Gigantti](#) brands, full details of which can be found on our [corporate website](#). Both UK & Ireland and Nordics businesses are supported by their own 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 online) and goods not for resale (i.e. service provision such as security and cleaning, construction services and IT infrastructure and services). The Group’s operations are supported by a sourcing office in Hong Kong. For more information on our business please see our [Annual Report & Accounts 2025/26](#).

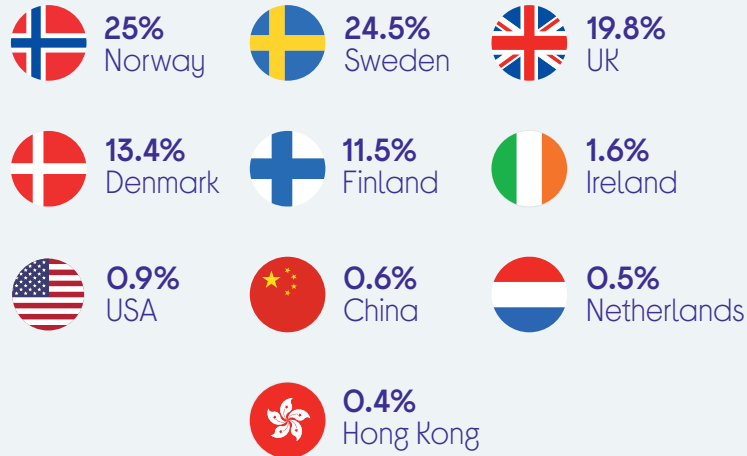
Our Business.



We source from over 6,500 tier 1 suppliers.

UK & Ireland Goods for resale (inc. own label)	UK & Ireland Goods not for resale	Nordics Goods for resale (inc. own label)	Nordics Goods not for resale
395	934	254	4,988

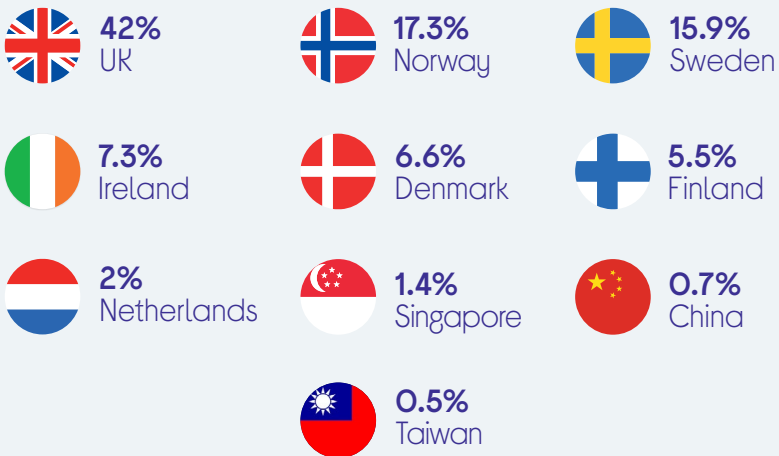
Our suppliers’ businesses are registered in 38 countries, with 98% of them in the 10 countries below.



10% of our suppliers are for products or services that are sold to our customers (goods for resale). These include a wide range of domestic appliances, consumer electronics, mobile phones and tech accessories and account for 74% of Group spend.

90% of suppliers provide us with goods or services not intended for consumers (goods not for resale). These are sourced by our Procurement teams and cover categories such as logistics, property management, professional services, IT and shopfitting. They account for 26% of Group spend.

97% of our Group spend is with suppliers whose businesses are registered in the 10 countries below.



Own label and licensed brand supplies.

Our own label and licensed brand (OEM) operation, based in Hong Kong, sources products across many categories including domestic appliances, consumer electronics and tech accessories. In 2025/26 we worked with over 75 suppliers, sourcing from approximately 110 factories in China (>100) and Turkey (<10). 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. We are committed to continuously improving our knowledge and understanding of our operations and supply chains through ongoing mapping of additional supply chains, enhanced risk assessments, and strengthened audit protocols. We are monitoring recent legislative changes in China which may affect our ability to conduct or commission audits of our supply chain there and are working with industry bodies and our advisers to understand the implications and adapt our approach accordingly.

Policies in relation to modern slavery and human trafficking.

Our [Standards for Responsible Sourcing](#), which reference our [Anti-Modern Slavery & Human Trafficking Policy](#), form an integral part of our supplier agreements. These standards set the minimum requirements we believe necessary to prevent modern slavery, uphold human rights, and ensure ethical business practices. As members of the RBA, we are committed to their [Code of Conduct](#) and our Standards align with the latest version of the Code which covers forced labour, child labour and young workers, working hours and collective bargaining. The Standards were shared with suppliers in 2024, requiring them to comply and to share with their first-tier suppliers (our second tier) helping the Standards extend across the supply chain. The goal of the Standards is for continuous improvement, and we seek to work 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. In 2025/26 no suppliers were delisted for such reasons.

In 2024/25 we reviewed and updated our [Conflict Minerals Policy](#), [Child Labour Remediation & Young Worker Policy](#) and [Anti-Modern Slavery & Human Trafficking Policy](#) in consultation with the Slave-Free Alliance, Currys Responsible Sourcing, the ESG and Legal teams. They were reviewed by our GSLT and approved by the Board and apply to all colleagues and suppliers. The three policies are derived from, and aligned with, international standards including the International Labour Organisation Fundamental Conventions, the United Nations Guiding Principles on Business and Human Rights, UK Modern Slavery Act 2015, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and

High-Risk Areas and the RBA Code of Conduct. Each of the policies sets out the due diligence expected of suppliers and provides details of our anonymous whistleblowing channels.

Our Conflict Minerals Policy requires suppliers to establish risk-based due diligence frameworks and source minerals only from certified, conformant smelters and refineries, helping ensure the products we sell are not linked to conflict or human rights abuses. Our Child Labour Remediation & Young Worker Policy strictly prohibits the use of child labour across our supply chain, placing clear obligations on suppliers to conduct robust age verification and, where child labour is identified, to remediate in a way that prioritises the child's safety, welfare and education. Our Anti-Modern Slavery & Human Trafficking Policy sets out our zero-tolerance approach, requiring suppliers to identify, report and remediate any suspected cases with a victim-centred approach to resolution.

We recognise that the impact of standards and policies is through compliance as well as colleague and supplier awareness. Policies are translated and shared with all our tier 1 own label and licensed brand suppliers and are available on our corporate website, intranet sites and referenced in our training materials.

We have a range of policies and processes in place to ensure we are acting responsibly within our own business operations and when choosing suppliers; some apply across the Group and others are specific to either the UK & Ireland or the Nordics. The policies are available to colleagues via our intranet sites and ensure our colleagues have the right to work for us, are safe and respected

at work and have the means to raise any concerns confidentially. These policies and how they work to reduce the potential for modern slavery and exploitation occurring in our business include:

- Whistleblowing policy – Ensures our colleagues, suppliers, contractors and third parties can report concerns relating to modern slavery and labour rights in line with this policy, and anonymously if preferred.
- Grievance policy – Provides a route for colleagues to raise grievances confidentially.
- [Code of Conduct policy](#) – Sets out our expectations and values of all our colleagues, including acting with integrity, due skill, care and diligence.
- Recruitment & Selection policy – Provides assurance that the identity of our workforce is verified.
- Right to Work policy – Provides assurances that only those with the right to work are employed by the Currys Group.
- Young Workers & Work Experience policy – Sets out certain protections and support to ensure that young persons are treated fairly in the workplace.
- [Equality, Inclusion & Diversity: Dignity at Work policy](#) – Tackles discrimination and helps to ensure colleagues feel valued and respected.

- Responsible Sourcing policy – Sets out our commitment and process to ensure our goods and services are not derived from forced labour.
- Modern Slavery Escalation Process – Ensures we are prepared and able to respond if a modern slavery concern is identified in our business or supply chain. It details steps from raising a concern through to remediation while providing a victim-centred approach to prioritise their safety.
- Vendor Due Diligence Policy – Sets out the due diligence requirements that must be completed before onboarding any new vendor, and on an ongoing basis thereafter. It ensures that modern slavery and human trafficking considerations are embedded into our commercial decision-making from the point of vendor selection.

All policies are reviewed and updated at regular intervals to ensure they are fit for purpose and in line with internationally recognised guidance.

In 2024/25 we updated our Modern Slavery Escalation Process and created a document alongside this which provides details of supporting organisations who can assist in suspected instances of modern slavery based in the locations where we and our major suppliers operate. This year we added a response plan flowchart,

together with interview guidance for conducting conversations with potential victims of modern slavery. We received valuable guidance in creating these documents from the SFA and they will support in the regular review of these to ensure they remain up to date and in line with best practice. Our Modern Slavery Escalation Process and supporting documents applies to modern slavery concerns more broadly, while the Child Labour Remediation and Young Worker Policy address child labour specifically.

As part of the SFA’s gap analysis on our business a document review was carried out on policies including our Employee Code of Conduct, Recruitment Policy, Vendor Due Diligence Policy and Whistleblowing Policy. The SFA found these to be a strong set of policies. To further strengthen the policies, we have committed to developing a Responsible Exit Policy in 2026/27 to ensure that any decision to disengage from a supplier relationship prioritises the protection of workers.

Progress against 2025-2026 areas of focus.

2025-26 area of focus	Status	Steps we’ve taken this year
Complete document review, as part of a SFA gap analysis	Complete	Review by the SFA carried out and one recommendation made relating to responsible exit from suppliers (detailed above)
Translate important colleague communications such as whistleblowing posters and policies into more languages at Elkjøp’s Nordic Distribution Centre	Complete	The whistleblowing policy and page on the Elkjøp intranet now has translations available to assist with accessibility

Our 2025-2026 key areas of focus include.

- ✓ Continue to monitor and benchmark our ethical policies to ensure they remain fit for purpose.
- ✓ Implement a Responsible Exit Policy to ensure workers in the supply chain are not negatively impacted if we choose to disengage a supplier who does not meet our standards.

Due diligence process.

Key activities during 2025-2026.

EcoVadis assessments of Group suppliers: EcoVadis’ sustainability ratings platform enables us to go beyond our own supplier database and risk assessment, helping us measure and improve supplier ESG performance. Our ongoing partnership with EcoVadis adds to our audit programme, compliance checks and workers’ rights questionnaire. The platform allows us to gain comprehensive, third-party verified insights into the practices of our suppliers, ensuring evidence-based evaluations that promote alignment with our ethical standards and commitment to tackling modern slavery. Through their assessments, supplier policies and processes are externally verified rather than relying on self-assessment.

The EcoVadis assessment covers topics including employee health and safety, working conditions, diversity, human rights, child labour and social dialogue. Enhanced data is empowering us to target resources towards areas of higher risk, and to drive continuous improvement and sustainability impact. Once a supplier’s scorecard is published, we request any required improvements through the corrective action plan feature.

These are discussed and tracked during regular meetings between buyers and suppliers to ensure the high priority improvements are actioned ahead of the suppliers next annual assessment.

We have requested suppliers join EcoVadis by targeting those we have greatest spend with. Also, using EcoVadis IQ+, we take a focused approach to identifying suppliers where, although share of business is small, the risks (including human rights and modern slavery risks) associated with their country of operation and/or sector, combined with their share of our business mean a full EcoVadis assessment is appropriate.

In addition to securing EcoVadis ratings for over 96% of our order value with own label and licensed brand suppliers, we are pleased to have 65% of Group spend covered by an EcoVadis rating. Our Responsible Sourcing team shares internal progress reports monthly and regularly reviews suppliers not on the platform with UK & Ireland and Nordic commercial and procurement teams to identify, invite and then encourage suppliers to complete their assessments throughout the year. In 2025/26 the average score of all our suppliers on EcoVadis under the labour and human rights theme was 65 out of a possible 100, a 3-point increase on last year. We are pleased to report that this puts us 12 points ahead of the average labour and human rights score for all companies rated on EcoVadis and 6 points ahead of the average for the retail industry.

	Spend covered by an EcoVadis rating (%)	Average labour & human rights score
Currys Group	65%	65
UK & Ireland Goods for Resale (including OEM)	68%	61
UK & Ireland Goods Not for Resale	83%	66
Nordics Goods for Resale	56%	69
Nordics Goods Not for Resale	57%	67

Table showing the percentage of spend covered by an EcoVadis rating and average labour & human rights score split by business unit

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 licensed 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. Our audits are arranged in advance and include assessments for child labour and young workers, working hours, wages and deductions, overtime, working conditions, health and safety, freedom of movement and association, discrimination, disciplinary practices and whistleblowing channels, alongside worker interviews. We engage directly with 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. 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 not possible for the supplier to improve their performance or we do not see positive results, they will not be approved or will be delisted. Depending on the RED findings, a factory can take 1 – 3 months to make the necessary improvements and for a re-audit to confirm the corrective actions are effective. If an audit and the follow up re-audits are failed three times, we will stop business with the factory.

We use risk-based scoring on suppliers to determine a one-, two- or three-year audit frequency and this year completed 65 audits. Where any issues were found, we worked closely with the suppliers

to address non-conformance and ensured all were resolved to our satisfaction within three months. detailed further in the KPIs & Effectiveness section below).

This year the Nordic team conducted a social review of one of Elkjøp's own brand kitchen suppliers for the Epoq range, based in Portugal. The factory review was tailored, covering themes including working conditions, health & safety, use of chemicals, sanctions screening, preparedness for the European Union Deforestation Regulation and supply chain traceability. Good working conditions were observed, including predictable working hours, paid and voluntary overtime, strong health and safety practices, regular training, and access to healthcare services exceeding legal requirements. A similar review of a kitchen supplier based in Italy is scheduled for 2026/27.

Threat assessment of our recruitment providers: As part of our membership of the Slave-Free Alliance (a best practice scheme that is run by [Hope for Justice](#), a leading global modern slavery charity) we completed a review of all recruitment providers for our UK and Ireland business. All providers participated in our worker's rights survey and joined follow up sessions with advisors from the Slave-Free Alliance to dive deeper into their due diligence processes. No serious threats were identified but recommendations included: to enhance duplicate record check processes which help flag if multiple employees are living at the same address or have the same bank account, to ensure an anonymous option when using the whistleblowing channels, a minor addition to worker identity verification to reduce risk of 'imposter switching', and to develop

a formal modern slavery escalation procedure. Guidance to support each of the recommendations was provided and we are working to implement the recommendations.

Grievance mechanisms, whistleblowing and worker voice:

Currys recognises that accessible grievance mechanisms are essential components of effective due diligence and remedy. We provide multiple channels for colleagues, agency workers, contractors, subcontractors, suppliers and other third parties to raise concerns relating to modern slavery, human trafficking and labour rights violations. Colleagues can raise employment-related concerns through our Grievance Policy, which includes informal resolution options followed by a formal process. Colleagues can be accompanied by a work colleague or trade union representative at formal grievance meetings. Grievances are investigated by impartial managers independent of line management where appropriate, and colleagues are protected from retaliation for raising concerns in good faith. Remedies may include mediation, corrective action, or other suitable actions determined by the grievance manager.

Our confidential whistleblowing hotline is available 24/7 and accessible globally to all colleagues, agency workers, contractors, subcontractors, suppliers and external stakeholders. Reports can be made online or by telephone with translation services available. The hotline is operated independently by Navex, our third-party whistleblowing service provider, and will not reveal the identity of the person making the report to Currys without their consent. Reports can be made anonymously, or can be raised with line managers, HR, or local whistleblowing contacts in EU Whistleblowing Directive countries.

Currys will not subject anyone to intimidation, suspension, demotion, dismissal, disciplinary action or harassment for raising a genuine concern in good faith, even if the concern turns out to be unwarranted. All concerns are promptly acknowledged and investigated by impartial, competent investigators. Reporters are kept updated on investigation timescales. Where issues or violations are identified (including in relation to modern slavery or labour rights violations), we take appropriate corrective action, which may include remediation tailored to the circumstances and victim’s needs, disciplinary action against those responsible, and implementation of preventative measures.

In the coming year we will pilot a worker voice tool at selected supplier factories to strengthen access to grievance mechanisms for workers in our supply chain and gather direct feedback on working conditions, labour rights and wellbeing.

Working hours compliance: We have reviewed how our working practices may impact and encourage these additional hours and provide training to buyers and commercial colleagues around the business to mitigate this risk. Our greatest impact has been to work to address the issue with our suppliers directly. We have set own label and licensed 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 have made. Since we started to engage with our suppliers on this topic, the maximum hours worked across all factories has been reduced by 27%. We continue to maintain reduced hours with the long-term aim of supporting suppliers to make meaningful changes for their workforce.

We are committed to upholding human rights across our operations and in our supply chain. We continuously monitor developments

in international legislation relating to modern slavery, forced labour and human rights due diligence including the EU Corporate Sustainability Due Diligence Directive (CSDDD) and the EU Forced Labour Regulation. We review and strengthen our approach accordingly to ensure we meet evolving requirements.

“Reviewing our highest-volume suppliers, like our kitchen factory in Portugal, lets us catch and act on issues – from chemical handling to supply chain transparency – before they become risks”
– Sofie Ambjörn-Christiansen, Head of Risk, Compliance & Sustainability, Elkjöp Nordic.

Our key areas of focus in 2026-2027.

- ✔ Continue inviting suppliers to join the EcoVadis platform. Our target is for 70% of our spend to be with suppliers who have an EcoVadis rating.
- ✔ Increase EcoVadis spend coverage for Nordic GFR suppliers to 60%.
- ✔ Continue working with own label and licensed brand suppliers to increase average EcoVadis score from 46 to 50.

Progress against our areas of focus in 2025-2026.

2025-26 area of focus	Status	Steps we’ve taken this year
Continue inviting suppliers to join the EcoVadis platform. Our target is to increase spend coverage to 65% for suppliers to have a full and valid EcoVadis assessment	Completed	Increased spend covered by an EcoVadis rating to 65% and achieved 96% coverage for Own Label & Licensed Brand suppliers
Work with own label and licensed brand suppliers to increase average EcoVadis score from 38 to 45	Completed	Achieved an average score of 45 out of 100, an increase of 7 points
Continue using the data provided by the EcoVadis IQ+ platform to target high risk suppliers for a full EcoVadis assessment	Ongoing	Over 50 suppliers shared their EcoVadis scorecard or completed an assessment upon request
Maintain reductions in working hours for own label and licensed brand suppliers and continue to monitor our purchasing impacts	Ongoing	Set maximum acceptable weekly working hours and monitored progress via audits
Review and identify any enhancements to our human rights due diligence processes to ensure ongoing compliance with EU CSDDD	Ongoing	Reviewed tools to assist with our human rights due diligence approaches including worker voice and multi-tier supply chain visibility and continued to keep updated on the latest developments via the RBA and TechUK – and implement changes where necessary

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 and target our efforts where they can make the most impact.

Our Compliance team assess all new tier 1 suppliers based on their country of registration (using the [Global Slavery Index](#) risk rating) and type of business and then ask targeted worker's rights focused 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. Our worker's rights survey covers key topics such as recruitment fees, overtime and freedom of association. This year we expanded the survey to include questions on the use of sub-contracting and worker access to anonymous whistleblowing channels. Previously we have further developed our risk assessment strategy by introducing the EcoVadis IQ+ risk platform as detailed above. For our own label and licensed brand factories we make use of the RBA's Risk Assessment Platform which includes indicators for forced and child labour to map risk.

In 2025/26 we completed a SFA gap analysis focusing on our due diligence, supply chain risks and effectiveness of our efforts to prevent forced labour occurring. The SFA spoke to colleagues from around the business across Legal, the People team, Risk, Procurement, Supplier Management and Responsible Sourcing. Overall, the report found high quality policies and codes of conduct for suppliers and colleagues, as well as strong risk assessment processes. Within HR and Recruitment, SFA found examples of best practice with attention given to risks of 'imposters' within Currys' own and contractor workforce, which is a significant risk area

in the UK at present. The report also identified some areas for improvement which Currys will be implementing, including introducing a worker voice tool to our own label supplier factories, creating a Responsible Exit Policy and reviewing the tender process for our highest risk GNFR suppliers.

Various teams mentioned throughout this statement are involved in assessing risk, however our responsible sourcing team in the UK leads the overarching modern slavery and human rights risk assessment across our operations and supply chain.

Whilst confident we are taking proportional measures to prevent modern slavery, there will always be more we can do. Below we have identified some areas of higher risk:

Human rights concerns in our supply chain: The ongoing risk to workers' conditions is an area of concern and continued monitoring for our business. We recognise the potential for employee rights violations in our own brand suppliers' factories. Some of the steps we take to mitigate these risks are as follows:

- We engage with organisations such as the RBA, BRC and TechUK 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 licensed brands are audited before being contracted and then throughout the trading relationship by both our inhouse and specialist independent auditors.

Where issues are identified, we work with a supplier to help improve their working practices. If the issues aren't resolved within the agreed upon timeframe, we cease trading with the supplier.

Goods not for resale suppliers: We understand that some of the goods and services we procure (including cleaning and security, waste management and recycling, construction, spare parts and repairs, logistics and recruitment agencies) are at greater risk of modern slavery and labour exploitation. These higher risk industries are subject to our worker's rights survey at onboarding, and we assess these suppliers at regular intervals making use of our collaboration with the SFA. For example, we have previously assessed our cleaning and security providers in the UK and Ireland, and those found to be higher risk were provided with recommended improvement actions.

In 2023/24 we conducted a review of our Nordic Distribution Centre and their recruitment providers and were pleased with the strength of controls in place. This year we refreshed this work for our UK and Ireland business, with the SFA assessing our three main recruitment providers. In the coming year we will conduct another review of our waste and recycling tier 1 and 2 supply chain to ensure their systems, policies and working practices meet our standards.

This year in Norway, Elkjøp conducted social audits related to last mile delivery partners and a cleaning provider. The audits aim to ensure that contractors and subcontractors comply with applicable regulations on wages and working conditions in sectors covered by collective agreements. Audits on last-mile delivery partners identified non-compliances and improvement points relating to health and safety practices at terminals and an opportunity to improve the whistleblowing channel. Elkjøp Nordic worked to ensure corrective actions were implemented within the financial year.

Working hours in China: Working hours has been an area of risk for our supply chain in China. We have made ongoing efforts to improve our audit questioning, to include worker interviews and continue to communicate the importance of avoiding excessive working hours to our own label and licensed brand suppliers. Since 2019/20 we have set suppliers targets for continuous improvement, which are consistent with the RBA's Validated Audit Program, and reviewed corrective action plans, re-auditing where needed and have successfully reduced the hours and continue to monitor this.

Raw materials and conflict minerals: Our product supply chains are global and complex, with numerous tiers between us and raw material suppliers. We have identified high risk materials where we need to focus efforts to get back to source. We recognise that the presence of conflict minerals and cobalt represents a critical risk, heightening the potential for severe human rights abuses and funding of armed conflict associated with the mining of tantalum, tin, tungsten and gold in regions like the Democratic Republic of Congo.

We continue our efforts through our membership of the RBA, making use of the Material Insights Platform (developed by the Responsible Minerals Initiative (RMI) & TDi Sustainability) to better understand

the mineral risks associated with our industry. We make use of their component profiles for batteries and printed circuit boards, giving us greater insight into the supply chain stages, composition and ESG issues of these technologies. In 2024/25 we shared our updated conflict minerals policy with all our own label suppliers, asked them to complete a survey to help build our understanding of their sourcing practices for high-risk minerals and shared supporting materials to help them grow their knowledge around risks and best practices on this topic.

We have observed that the majority of our top 20 goods for resale suppliers for both the UK & Ireland and the Nordics comply with the RMI guidelines. As such, we are confident that leading electronics suppliers are committed to responsible mineral sourcing with these companies enforcing strict standards and requiring sub-suppliers to undergo third-party audits. These suppliers have established conflict-free minerals management systems, requiring sub-suppliers to comply with the Responsible Minerals Assurance Process (RMAP).

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 request FSC-certified timber from our suppliers as mandatory social safeguards are embedded in the FSC's standards. We recognise however that certification schemes do not necessarily guarantee that adverse human rights impacts are not occurring and so we also collaborate with suppliers and factories on this issue. Moreover, certain types of stone produced in African countries and in India have also been linked to human rights violations. To mitigate this risk, we do not source stone from these regions, and instead source from European countries such as Spain.

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 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. As part of our onboarding process, our workers' rights questionnaire is sent to suppliers deemed as having a higher risk of modern slavery either due to their country of operation or sector. We review the list of business sectors annually and use the Global Slavery Index to identify high risk countries. Responses must be received and followed up (if required) before onboarding can be completed and orders placed. We recognise that human rights violations occur in specific countries and regions related to our supply chain (i.e. China, Turkey, and Taiwan) and work to share knowledge and stay informed of the latest guidance with an aim to ensure our supply chain remains free from forced labour.

Progress against 2025-2026 areas of focus.

2025-26 area of focus	Status	Steps we've taken this year
Complete a SFA Gap Analysis of our operations, with a particular focus on our due diligence processes, supply chain risks and effectiveness of our efforts to prevent forced labour occurring.	Complete	Gap analysis completed and a number of recommendations delivered which will be addressed by highest priority.
Undertake review of our recruitment partners.	Complete	Surveyed our three main recruitment partners and a follow up assessment carried out by Slave-Free Alliance.
Use results from our conflict minerals survey to tailor engagement on the topic with our own label and licensed brand suppliers.	Complete	Shared supporting guidance and resources on conflict minerals risks, best practice due diligence and trainings with suppliers who had requested more information.

Our 2026-2027 key areas of focus include.

- ✓ Commission an SFA review of our waste and recycling partners.
- ✓ Pilot a worker voice tool at selected OEM supplier factories, focusing on employee health and safety, labour rights and wellbeing.
- ✓ Increase visibility into the sub-tiers of our own label supply chains.

Training and awareness.

Supplier Training.

In 2024/25 we shared our revised ethical policies with our own label and licensed brand suppliers. As part of this, our Conflict Minerals Guidance Document was sent to suppliers together with a short survey to help us understand their maturity on the topic. Several suppliers indicated they would be interested in further support and training around conflict minerals. This year we shared additional resources with those suppliers including information on risks involved in sourcing certain minerals and components, alongside training material accessible to suppliers through our partnerships with RBA and EcoVadis.

While we have not conducted any specific training with suppliers this year, we continue to expand the use of EcoVadis to understand and continuously improve our suppliers' maturity on a wide range of ESG issues and have seen an increase of 4 points in their average scores this year from 61 to 65.

This year we made use of corrective actions and achieved a 7-point increase in average EcoVadis scores for our own label suppliers. We will continue this work to further improve performance in the coming year.

Colleague Training and Awareness Raising.

Our strategy for modern slavery training involves raising awareness across our business operations, 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 it is essential to empower colleagues to understand the issue so that they can recognise the signs and know how to report concerns.

Targeted training programs are provided to colleagues in higher-risk areas of our business. These programs are designed to empower employees to recognise signs of modern slavery and understand the appropriate channels for reporting concerns. Buyers across our commercial and procurement teams play a key role in managing the risk of modern slavery with our suppliers.

This year we refreshed our mandatory responsible sourcing training for over 600 commercial and procurement colleagues in the UK and Hong Kong with a completion rate of 75%. Our own label commercial and technical teams also completed an enhanced version of the training covering additional risks and due diligence associated with sourcing our own brand products. A completion rate of 100%

was achieved for the enhanced module. These training modules were developed by our responsible sourcing team with review by members of the commercial team and cover the impacts associated with responsible sourcing, what is expected of our suppliers and colleagues, what to consider when making purchasing decisions, scenario-based questions and answers, reporting channels and supporting resources, such as relevant policies and contacts. The training modules are now mandatory for colleagues moving into relevant roles.

Our ‘spot the signs’ training was also updated and completed by over 1,000 colleagues working across our Supply Chain and Service Operations team in the UK and at our Nordic Distribution Centre in Sweden. The training was developed by Currys responsible sourcing team with input from **Bright Future** and resources provided by the SFA and was delivered via team meetings. It includes definitions and statistics relating to modern slavery and forced labour, which industries and roles are at particular risk, **Eric’s story** (made in collaboration with Bright Future and Causeway), different scenarios which ask colleagues to identify red flags and determine what next steps to take and where to go to report concerns. In the coming year we will review and update the training, deliver it to our distribution colleagues and make it a mandatory part of the onboarding process for relevant roles.

“As part of our ongoing efforts to prevent modern slavery from occurring in our business, we are enhancing awareness amongst colleagues in our operations through extensive learning and training programmes. We will continue to look for ways to strengthen and evolve our processes to ensure they remain best in class.”

– Lindsay Haselhurst, Chief Operating Officer.

Progress against 2025-2026 areas of focus.

2025-26 area of focus	Status	Steps we’ve taken this year
Refresh of our modern slavery ‘Spot the signs’ training for our colleagues in supply chain and service operations in the UK& Ireland and the Nordics.	Complete	Over 1,000 colleagues completed the updated training.
Refresh our responsible sourcing training module for all buyers and colleagues working with suppliers.	Ongoing	Over 600 commercial, procurement and own label colleagues in the UK & Ireland and Hong Kong completed the updated training. The training will be refreshed for colleagues in the Nordics in 2026/27.

Our key areas of focus in 2026-2027.

- ✓ Refresh our responsible sourcing training module for all buyers in the Nordics.
- ✓ Improve upon the 75% completion rate for our responsible sourcing training module.
- ✓ All Procurement colleagues sourcing GNFR products and services in UK & I to complete sustainable procurement training.

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.

Example of collaborations.

- **British Retail Consortium:** 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:** We became members of the RBA in 2022, joining a coalition of companies working to promote environmental and social sustainability in global supplychains. We make use of the RBA's supplier risk mapping tool, monitoring risks across all our licensed brand and own label factories and use their platform to access shared supplier assessments for both own label and licensed brand and some of our top branded suppliers. 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. Due to its specific focus on the electronics industry, the issues the RBA deals with align strongly with the risks faced in our supply chain.
- **Slave-Free Alliance:** We have been members of the SFA since 2018 and continue to benefit from their expertise on

modern slavery and labour exploitation in the form of in-house investigations, crisis response and due diligence reviews. We have worked together on numerous projects including threat assessments of our operations and supply chain partners, policy reviews and gap analyses, some of which are detailed in this statement.

- **Bright Future:** We are extremely proud to have been members of Bright Future Cooperative and had representation on the Board since their launch in 2020, working with them to provide tangible support to survivors of modern slavery. Bright Future Cooperative helps survivors access safe and stable employment, reducing the risk of re-exploitation and enabling survivors to achieve sustainable independence. Our collaboration with them forms an important part of our remediation work and to date, we have hosted placements for seven survivors, with five finding permanent roles within our business. For each survivor we match to a role, the relevant managers and people team members are given training to better understand the vulnerabilities survivors may have and are supported throughout the placement process. This year Bright Future marked its five-year anniversary as a co-operative with a reception in Parliament and supported by Jess Philips MP, Parliamentary Under-Secretary of State for Safeguarding who called for more employers to offer job opportunities to survivors of modern slavery. Bright Future also won Unseen's Business Impact Award which recognised their life-changing initiatives for vulnerable workers.

"Currys continues to demonstrate genuine commitment to strengthening its approach to modern slavery prevention. This year, we partnered with Currys to complete a comprehensive assessment of workers' rights practices across recruitment providers. Rather than a compliance-focused exercise, this work has been genuinely collaborative - enabling recruitment partners to understand their strengths, vulnerabilities, and work to improve their practices. We have seen how this partnership model creates space for meaningful improvement on both sides. We are encouraged by this approach and look forward to extending this model to address modern slavery risks in other areas of Currys' supplier base"

**– Marc Stanton,
Director, Slave-Free Alliance.**

We believe collaboration is key to building and maintaining strong, long-term relationships with our suppliers. We have traded with 43% (+9% YoY) of our current own label and licensed brand suppliers for ten years or more (accounting for 78% spend) and 77% (+3% YoY) for five years or more (accounting for 92% of spend), allowing us to mutually benefit from these partnerships. We welcome greater collaboration with our suppliers, and this is an area we continue to develop. As we collect better data and build trust and transparency on these topics, supplier concerns regarding risks of modern slavery can be shared and remediated immediately.

Key performance indicators and effectiveness.

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

- **Currys whistleblowing hotline:** This year, three of the calls to our confidential hotline were flagged as potential indicators of modern slavery. The calls related to abuse and unsafe working conditions, restricted freedom and withheld wages and illegal deductions. While these reports were serious, upon investigation they were not found to be cases of modern slavery. Each was dealt with through our usual grievance process to the satisfaction of the whistleblower.
- **Distribution franchise whistleblowing hotline:** This year, none of the calls to our confidential hotline were related to modern slavery, forced or child labour, human trafficking or exploitation.
- **Incidences of modern slavery found at Currys or in our supply chain:** This year no cases of modern slavery were identified.
- **Own label and licensed brand audits:** We conducted 65 audits this year. One factory in failed to meet our standards and was issued a RED audit result. The factory was found to have excessive working hours per week and wages paid did not match hours worked. The factory explained that workers were permitted to arrive ahead of their shift and would clock in on arrival. However, only actual working hours were paid, excluding the earlier arrival time, which meant recorded hours did not match the payment records. Our team followed up with the factory and a re-audit was carried out, with the issue

found to be corrected: the factory now opens its workshops only during official working hours to prevent early clock-in. In Turkey, one serious finding emerged in which health screening costs were being borne by contracted workers rather than the employer and is being addressed through the corrective action plan process.

- **EcoVadis assessments of suppliers:** 65% of our Group spend is with suppliers who have received an EcoVadis rating. This is a 1% increase on last year.
- **Average labour and human rights score in EcoVadis:** The average score amongst our rated suppliers was 65/100. This is a 3-point increase on last year.

Key steps 2026-2027.

- ✓ Implement a Responsible Exit Policy.
- ✓ Complete a review of our own label and licensed brand ethical audit.
- ✓ Continue working with own label and licensed brand suppliers to increase average EcoVadis scores.
- ✓ Continue to address recommendations from the SFA Gap Analysis according to risk level.
- ✓ Commission a SFA review of our waste and recycling partners.
- ✓ Pilot a worker voice tool at selected OEM supplier factories, focusing on employee health and safety, labour rights and wellbeing.
- ✓ Refresh our responsible sourcing training module for all buyers in the Nordics.

This statement has been approved by the Board of Currys plc on 9 September 2026 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 and 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 2025/2026, however the statement applies to all subsidiaries regardless of size or location.

Fredrik Tønnesen

Fredrik Tønnesen,
Group Chief Executive Officer, Currys

9 September 2026