

Bonmarché

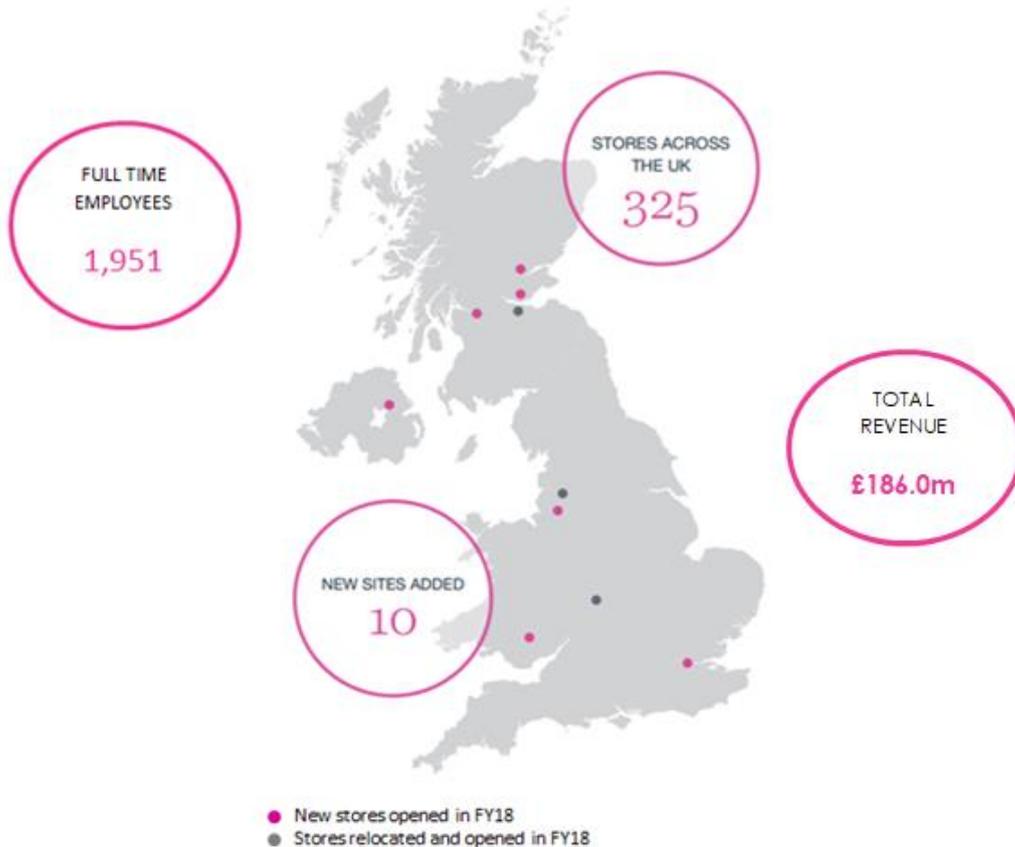
Bonmarché Modern Slavery Statement 2018

This statement has been produced and published in accordance with the Modern Slavery Act 2015 and sets out the steps taken by Bonmarché to date to prevent modern slavery and human trafficking in its business and supply chains.

Who We Are

Bonmarché is a trusted multi-channel retailer, producing inspirational fashion for real women aged 50+.

We operate from our head office and distribution centre in West Yorkshire and have over 300 stores across the UK, employing over 3,000 employees in total.



- Above figures as at 31 March 2018

Supply Chain

TERM	DEFINITION	EXAMPLE
Tier 1	Factories	Main production sites
Tier 2	Sub – contractor process	Embroidery, printing, washing, linking and dyeing
Tier 3	Suppliers	Trim and yarn suppliers

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We source the majority of our clothing products from approximately 181 Tier 1 factories in 13 countries around the world. The products which we design in-house are manufactured by third party suppliers and factories. The Quality Assurance and Sourcing department manages this relationship and regularly carries out due diligence reviews and factory visits along with our Quality Assurance and Buying teams.



Bonmarché also recognises that our non-stock suppliers which supply goods and services across all aspects of our business represent a risk to modern slavery and human rights abuses. Since our last statement, we have set up a Modern Slavery Working Group which has identified and graded those suppliers to identify where these risks lie.

The Working Group compiled and issued a Modern Slavery Questionnaire to the 27% of suppliers who were identified as high risk. To date, we have received a positive response from those suppliers and we will continue to track responses throughout the next statement year and consider the actions, if any, which we need to take.

Our Approach

Bonmarché is determined to uphold all basic human rights and we support the United Nations Guiding Principles of Business and Human Rights.

Since July 2013, we have been a member of the Ethical Trading Initiative (ETI) and the Bangladesh Accord. Both are leading alliances of companies and trade unions that promotes respect for workers' rights around the globe. We regularly hold meetings and training sessions as part of these memberships.

We have continued to improve our ethical credentials and our most recent ethical compliance score, assessed by the ETI, improved from 31% to 41% since our last Statement was published. Our stock suppliers are also contracted to abide by our supplier code of conduct, which is in line with International Labour Organisation Conventions and the ETI Base Code.

In the UK, we conduct right to work checks and have a whistle-blowing policy and hotline where employees can raise any concerns they may have in total confidence. The company has a written policy and formal procedures designed to ensure that colleagues can confidentially raise concerns about possible improprieties. Whistleblowing is an item on the Audit Committee's agenda twice a year. No whistleblowing incidents were reported in the last year.

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Within the next statement year, we will continue to develop our Modern Slavery Policy which sets out the steps we have taken to ensure the prevention of modern slavery or human trafficking occurring in any part of our business or supply chain.

Training and Raising Awareness

Bonmarché's Executive Directors have received updates on Modern Slavery throughout the year and our CEO is regularly briefed and engaged in discussions with our Quality Assurance team.

This year we engaged with Stronger Together, external consultants who specialise in preventing modern slavery and human trafficking. As a result of this engagement, we expanded our training to the wider business via their web-based training programme. This was delivered to our management teams through a series of interactive learning sessions. We plan to further roll out this training to our warehouse and senior store colleagues next year.

What We Have Done So Far

Modern slavery is a complex, multi-faceted issue and we recognise that we must continue to be pro-active in preventing issues before they occur.

	Not Started	Behind	In progress	Completed
Progress Report on 2017-2018 Commitments:				
Creation of a modern slavery Working Group to take responsibility for implementing and reviewing identified actions and preparing for future slavery statements.				●
Adapting and updating current policies, procedures and documents to reflect the modern slavery measures.				●
Introducing a modern slavery compliance questionnaire to be issued to all our suppliers.				●
Extended training to further UK colleagues and our key overseas suppliers, and introducing a modern slavery element to new staff induction.			●	
To develop a standalone Bonmarché Modern Slavery Policy.			●	
Identifying key performance indicators to monitor progress.				●

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Next Steps

	Not Started	Behind	In progress	Completed
Further Commitments to 2019:				
Expand our training module to the wider business, including warehouse and senior store colleagues via our Learning Management System (LMS).			●	
Track and monitor responses to the questionnaire issued to those non stock suppliers that were identified as high risk.			●	
To develop a standalone Bonmarché Modern Slavery Policy.			●	

In the coming three years we have also committed to:

- Continue to expand our training module throughout the business via our newly developed LMS system.
- Expand training to key overseas suppliers via our newly developed supplier LMS system.
- Expand our questionnaire reach to all other non-stock suppliers.
- Review the process for non-stock suppliers to ensure they are aware of our Terms and Conditions and our Modern Slavery requirements.

We're pleased with the progress we have made on last years' statement but we recognise that this is an on-going process and look forward to reporting on our 2018 commitments next year.

This statement has been reviewed and approved by the board of Bonmarché Holdings plc.



Helen Connolly

Chief Executive Officer
12 September 2018