

## Modern Slavery Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

ProCook is committed to a zero-tolerance policy on modern slavery and we expect both those who work within our organisation and our external partners to adhere to and respect the highest ethical standards in working conditions. The provenance of our products is of paramount importance to us, and we work closely with our suppliers, staff and contractors to ensure there is complete transparency in labour conditions at every level of our business and stage of a product's lifecycle. As part of our Modern Slavery Framework we continue to audit and monitor the conditions of our supply chain and internal ecosystem on an ongoing basis to identify improvements and uphold our commitment.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes ProCook Group plc's modern slavery and human trafficking statement for the financial year 5 Apr 2021 to 3 April 2022.

### A) Organisation

This statement applies to ProCook Group plc and ProCook Limited (referred to in this statement collectively as 'the Group').

### B) Organisational structure

ProCook Group plc and ProCook Limited are each controlled by a Board of Directors. The Group's head office is located in Gloucestershire with branches of retail stores across the United Kingdom. The labour supplied to the Group in pursuance of its operation is carried out in the United Kingdom.

### C) Definitions

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property; and
- Being physically constrained or to have restriction placed on freedom of movement.

### D) Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

### E) Supply chains

In order to fulfil its activities, the Group's main supply chains include those related to the supply of kitchenware from various suppliers in the Far East, the EU and the UK.

## **F) Potential exposure**

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **G) Steps**

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the ProCook Group plc has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains

## **H) Key performance indicators**

The Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in ProCook Group plc or its supply chains:

- acceptable annual independent audit
- zero incidents raised from whistleblowing or investigations

## **I) Policies**

The Group has policies which further define its stance on modern slavery detailed in the employee handbook.

## **J) Training**

The Group provides training to staff to effectively implement its stance on modern slavery through our induction and training around policies within the company handbook.

## **K) Compliance officer**

The Group has a Compliance Officer (the Chief Operating Officer) to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Group obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually in respect of each financial year.

Approved by the Board of Directors of  
**ProCook Group plc** on 28<sup>th</sup> September 2022

Approved by the Board of Directors of  
**ProCook Limited** on 28<sup>th</sup> September 2022



Daniel O'Neill  
**Founder and CEO**