



Modern Slavery Act Statement

Introduction from the Managing Director

Poole Lighting Ltd recognises that all businesses have an obligation to prevent slavery and human trafficking. We will do all within our power to prevent slavery and human trafficking within our business and within the supply chains through which we operate. Employees are required to report concerns and senior management is expected to act upon them.

Organisation's Structure

Poole Lighting Ltd is part of the National Lighting Group of companies, and is a UK based design, sourcing & Distribution Company with a support office in Shenzhen, Guangdong Province, China. The company has a turnover in excess of £36m.

Our Business

Our business designs, sources, imports and distributes lighting products to many major UK retailers, as well as having online and catalogue based businesses.

Our Supply Chains

Our supply chains include a range of specialist lighting manufacturers based predominantly in Southern China and India.

Our Policies on Slavery and Human Trafficking

Poole Lighting Ltd is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We endeavour to ensure fairness in the recruitment, retention and development of all employees and we strive to comply with all applicable employment legislation.

Poole Lighting Ltd seeks to provide a work environment where employees are treated with respect, dignity and consideration.

We actively monitor our supply chains and our suppliers to ensure, so far as is possible, that slavery and human trafficking are not taking place within those supply chains.

Due Diligence Process for Slavery and Human Trafficking

As part of our commitment to identify and eradicate slavery and human trafficking from within our business and from those businesses with which we interact, we:

- Work closely with our supply chains to ensure compliance with legislative obligations and we expect those organisations to have suitable anti-slavery and human trafficking policies and processes.
- Seek to build long standing relationships with suppliers and to make clear our expectations of ethical business behaviour from them.
- Have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier Adherence to our Values

Poole Lighting Ltd has a zero tolerance view to slavery and human trafficking and we expect that view to prevail in our supply chain and contractors.

Senior Managers within Poole Lighting Ltd are responsible for compliance in their respective departments, insofar as there is perceived to be a risk of encouraging, engaging or sustaining slavery and human trafficking.

Training

To ensure appropriate levels of risk awareness in respect of modern slavery and human trafficking, we provide training to relevant members of staff and, in particular, to senior Managers in our Procurement Department and our Personnel Department. All Directors in the business have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

We believe that internal exposure to human trafficking and slavery is very low due to our reliance upon direct, one to one recruitment processes.

SMETA audits and SEDEX reporting are used as key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in our direct supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Poole Lighting Ltd's slavery and human trafficking statement for the current financial year.


Signed:

Date: 10.11.2017

Position: Managing Director
For and on behalf of Poole Lighting Limited
