

Modern Slavery Statement

Costcutter Supermarkets Group Ltd (“CSGL”) is committed to ensuring that slavery, servitude, forced labour and human trafficking does not occur within its business or in any part of its supply chain. CSGL seeks to act ethically and with transparency in all its dealings and requires the same standards from its suppliers, contractors and business partners.

Nature of Business

CSGL is one of the largest symbol groups in the UK with over 1,500 franchise stores trading under the brands Costcutter, Mace, Supershop, and Kwiksave. Founded in 1986 the organisation employs over 600 people nationwide with offices in York, Belfast and through a number of company-owned convenience stores within the community. Originally a family owned business CSGL is now a wholly owned subsidiary of the Bibby Line Group Ltd, a company that has traded for over 200 years.

Employees

CSGL respects and supports the rights of those employed by the organisation by ensuring that:

- All employees are eligible to work in the UK to safeguard against human trafficking and protect those who may be forced to work against their will;
- All employees are provided with a safe and healthy workplace;
- All employees are provided with a workplace that is free from discrimination and harassment of any kind;
- Concerns can be raised by any employee without fear or repercussion pursuant to the organisation’s Whistleblowing Policy; and
- Standards and principles as detailed in the organisation’s Corporate Ethics, Bribery and Anti-Corruption Policy are communicated to employees and that corruption in all forms is prohibited.

CSGL ensures that all employees, suppliers, contractors and business partners are informed of the policies that support the organisation’s standard and values.

Suppliers

In 2018 CSGL appointed Nisa Retail Limited (who were acquired by the Co-operative Group in 2018 and are now operating as a wholly-owned subsidiary of the Co-op) as its principal supplier. The organisation works closely with Nisa in relation to the supply of goods. Nisa is a member of Sedex (Supplier Ethical Data Exchange), an organisation which helps our supplier manage suppliers’ performance on labour rights, as well as other matters such as health and safety, the environment and business ethics.

CSGL has implemented a Procurement and Supplier Management Policy setting out standards and principles that must be adhered to in all procurement. As part of its due diligence process CSGL will require all new suppliers to provide details of its procedures to prevent slavery, servitude, forced labour and human trafficking. In addition CSGL requires that all suppliers comply with local and national laws and regulations.

CSGL will not work with any organisation or individual that has been found to be knowingly involved in modern slavery or corruption.

Training

CSGL will ensure that all employees, suppliers, contractors and business partners are informed and understand the policies that support the organisation's standard and values. In addition CSGL will ensure that all those directly involved in procurement and supply chain management receive appropriate training in relation to the identification and mitigation of the risks in relation to slavery, servitude, forced labour and human trafficking.

CSGL is committed to continue to review its policies and processes to ensure the highest standards within its business and supply chain.

This statement is made pursuant to s54(1) of the Modern Slavery Act 2015 and has been approved by the CEO of CSGL on behalf of the Board of Directors.

***Darcy Willson-Rymer CEO
Costcutter Supermarkets Group Limited***

February 2019