

Modern Slavery and Human Trafficking Statement 2018/19

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Lakeland Limited's slavery and human trafficking statement for the financial year ended 31st December 2018.

Our organisation

Lakeland is a UK, family-owned retailer with over 50 years' experience of specialising in cooking, baking, cleaning & laundry products. We have a reputation for extraordinary service, innovative products and high levels of customer care. We employ around 1,400 staff, most of whom are directly employed and we recognise the huge contribution they make to our business.

As a multi-channel retailer, we sell our products in 67 retail stores in the UK, our website and via catalogues, as well as on a number of 3rd party marketplaces. We also have an International franchise partner in the Middle East.

Our supply chain

In order to find the newest and most exciting innovations for the home, our Buyers travel all around the world. Much comes from the Far East and we have our own Far East sourcing offices in Shanghai and Hong Kong. These support our Buyers and provide a local resource to oversee our suppliers and manage the local supply chain.

Many of our 'finds' are also sourced in the UK, including the majority of our food range, where we support many smaller Artisan producers. The Buying and Merchandising team in the UK carefully manage these relationships.

Our warehousing is company owned and based locally in Kendal. We receive products in and then distribute out to our 67 stores and to our franchise partner in the Middle East.

Our policies

We are committed to ensuring that as a business, we adopt high ethical standards. We also expect all suppliers and partners, wherever they are based in the world, to do the same. We recognise it is our responsibility to ensure that our suppliers are observing and adhering to our working practices and as such, we review and improve our policies regularly.

Lakeland company policies directly related to the identification and control of modern slavery include:

- New suppliers' selection, both branded and own-label.
- An ethical trading policy and whistleblowing policy.

Due diligence

As the first point of contact with suppliers, the Buying department is responsible for assuring compliance within the supply chain.

As part of our due-diligence process of taking on new suppliers and partners they are expected to complete our ethical trading questionnaire to ensure that they meet our standards, and comply with the requirements of the Modern Slavery Act 2015.

All new, directly sourced own-brand manufacturers and franchise partners are also visited by a member of the Lakeland team or nominated third party auditing body.

Lakeland is a member of the SEDEX ethical collaboration platform and we actively encourage suppliers to become members of SEDEX or comparable platforms such as BSCI.

As part of supplier setup we carry out risk assessments on the supplier and product type to determine if we need further information. We organise audits or obtain audit reports for those suppliers of Lakeland branded products in high risk countries or industries. From the audit results the suppliers are then graded and reviewed at regular intervals.

For suppliers deemed lower risk we clearly communicate our modern slavery policy and ask for confirmation of compliance. We also ask branded suppliers to confirm they meet these standards or provide us with their own policy document.

We have made progress over the last year in mapping our existing supply chain and checking ethical information is up to date. In some cases we have commissioned extra audits or moved products to different factories if we aren't satisfied with their responses.

Lakeland undertake to investigate thoroughly and quickly any instances of non-compliance to ensure all of our suppliers comply with the Modern Slavery act 2015.

Training

We are currently reviewing what training and resources need to be made available on Modern Slavery for our staff. HR and Buying are collaborating on developing resources to be used in induction and training for staff via the in-house training application. Information on recognising Modern Slavery and whistle blowing will also be put on the application.

Looking Ahead

We are currently looking at carrying out risk assessments for suppliers of services for compliance with Modern Slavery requirements. This will include temporary agencies and providers of logistics which are considered to be higher risk for modern slavery issues.

We will continue to ensure our supply chain is fully mapped and audits and corrective actions are carried out. We are in the process of developing an IT system which will help us monitor suppliers more effectively. Once this is live we will review setting targets and measures in relation to Modern Slavery.

Approval

This statement has been formally approved by the board members of Lakeland Limited and signed on their behalf.



Catherine Nunn
Chief Executive