

A decorative graphic in the top left corner consisting of overlapping organic shapes in shades of orange, red, and pink, with black and orange lines looping through them.

Modern Day Slavery Statement January 2019

The term Modern Slavery captures a whole range of types of exploitation, many of which occur together. These include but are not limited to:

- **Sexual Exploitation** - This includes but is not limited to sexual exploitation and sexual abuse, forced prostitution and the abuse of children for the production of child abuse images/videos.
- **Domestic Servitude** - This involves a victim being forced to work in usually private households, usually performing domestic chores and childcare duties, working long hours for little or no pay.
- **Forced Labour** - Victims may be forced to work long hours for little or no pay in poor conditions under verbal or physical threats of violence to them or their families. It can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars). Often victims are housed together in one dwelling.
- **Criminal Exploitation** - This can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shop-lifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker.
- **Other Forms of Exploitation** – Organ removal; forced begging; forced benefit fraud; forced marriage and illegal adoption.

Lillie Harrison Ltd (LH) operates in accordance with UK legislation and is committed to supporting all employees and protecting them from any form of Modern Slavery or exploitation.

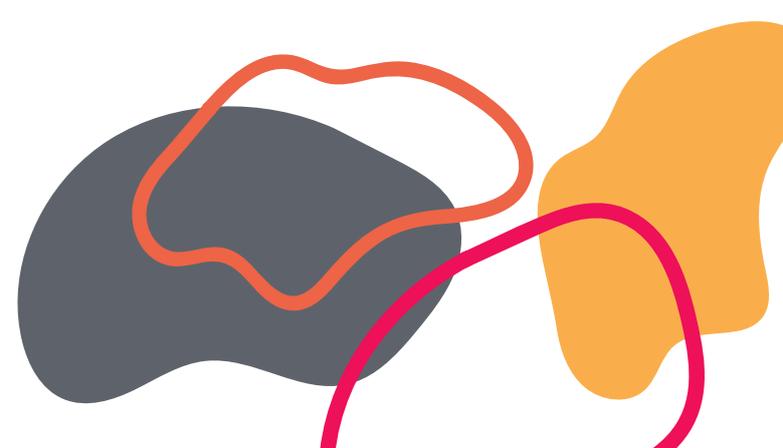
As a business, all of our permanent workers are fully trained in our companies Standard Operating Procedures and regular audits are conducted to ensure they are being followed at all times.

As part of our recruitment process, LH conduct interviews with all new prospective employees. This consists of a full check on their 'Right to Work' in the UK of previous work history, any unspent criminal conviction.

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Along with this the individual is asked to complete an initial questionnaire focusing on potential exploitation. This covers potential internal exploitation by a LH employee and externally through any other business or individuals. They are informed that it is against UK law to pay to anyone money to find work within the UK. This also extends to paying money to any persons, company or agency outside of the UK to get work in this country.

As well as informing new prospective employees, we conduct regular audits on our current work force.

We are confident that our business, with the processes we have in place is doing everything possible to support our employees and ensure none of the above exploitation is taking place either within our current workforce or those expressing an interest to work with us. We will strive to continue to review and improve where necessary with the help of our governing bodies.

