

BWEAR

UNIFORMS & WORKWEAR



# Modern Slavery Statement

20

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# MODERN SLAVERY STATEMENT

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## A) ORGANISATION

This statement applies to B WEAR (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2023 – 2024

## B) ORGANISATIONAL STRUCTURE

Board of Directors: Managing Director, Financial Director, Sales & Marketing Director, Sales Staff & Store Operatives,

The main activity carried out by the organisation is the sale of Men's, Women's, and children's Clothing. We specialise in providing Security, Hospitality, Corporate, Healthcare & Workwear to all Sectors. We also invested in embroidery and HS Printing machinery in order to service our customers more efficiently. This has enabled us to expand our customer base all over the Country. The organisation performs the sale of the aforementioned goods both in store and via its website. Demand for our product is consistently high throughout the year and is therefore not seasonal.

The labour supplied to B WEAR in pursuance of its operation is carried out at Unit E5, Centrepont Business Park, Oak Road, Dublin 12, Ireland.

## C) PURPOSE OF THIS POLICY

We will not tolerate the deprivation of a persons's being by another in order to exploit them for personal or commercial gain. As a leading distributor we always work to the highest professional standards and comply with all laws, regulations, legislation, rules and best practice relevant to our business and operations.

We are committed to acting ethically and with integrity in all of our business operations and relationships, whether through direct employment, with suppliers or with contractors, and we are committed to implementing and enforcing measures, processes and controls to ensure that modern slavery is not occurring anywhere in our own business or those of our suppliers or contractors.

This policy sets out our risk and identification processes and the measures and controls which we are and will be taking to effectively implement our zero tolerance commitment.

## D) DEFINITIONS

The Organisation 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;
- Being physically constrained or to have restriction placed on freedom of movement.

## E) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in The Republic of Ireland or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the Republic of Ireland.

## **F) SUPPLY CHAINS**

Some of our suppliers are European or International organisations with whom we have collaborative and open relationships. At present we are not aware of any of our current suppliers or contractors using or being involved in modern slavery. We are committed to ensuring that there is complete transparency in our organisation and in our approach to tackling modern slavery throughout our supply chains. We expect all of our suppliers, contractors and those with whom we have a business relationship to work to the same high standards and zero tolerance. We are currently in the process of developing and establishing new contracting and supplier processes which include specific prohibition against the use of modern slavery, whether adults or children. In turn we expect our suppliers to ensure such tolerance and standards are implemented and maintained by their own suppliers.

Whilst we do not believe that at present we have any activities within the organisation which are considered to be at high risk of slavery or human trafficking, we are working to ensure that we have transparency within our supply chain, and are currently in the process of mapping our supply chain in order to minimise the possibility of modern slavery occurring within our supply chains/contractors.

## **G) STEPS**

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

The Organisation has taken the following steps to ensure that modern slavery is not taking place:

1. Conduct risk assessments to establish the areas of our business and supply chains which are most at risk of modern slavery.
2. Communicate and ensure that all our suppliers and contractors understand and are committed to our Anti-Slavery and Human Trafficking Policy, and work to uphold our strong values:
3. Understand the steps they have taken to eradicate modern slavery within their business:
4. Develop and implement specific screening processes for suppliers/contractors before commencing business relationships:
5. Develop contracts with suppliers and contractors which enable us to audit and scrutinise activities and their own supplier relationships in order to satisfy our commitment to anti-slavery;
6. We may terminate the contract at any time should any instances of modern slavery come to light.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited, Nonetheless, 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.

## **H) EMPLOYEES**

The Organisation's Anti-Slavery and Human Trafficking Policy is communicated across the Organisation. Departmental Managers and Team Leaders are responsible for ensuring that all those who report to them are familiar with, understand and comply with the Anti-Slavery and Human Trafficking Policy and are given refresher training as and when required.

## **I) RESPONSIBILITY FOR THIS POLICY**

Ultimate responsibility for the commitment and prevention of modern slavery sits with the Board of Directors, who have overall responsibility for ensuring this policy and its implementation comply with legal and ethical obligations. This policy will be reviewed on an annual basis, at the end of the financial year.

#### **J) SLAVERY COMPLIANCE OFFICER**

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations in this regard.

**SIGNATURE:** Eva C. Horan

**NAME:** Eva C. Horan Managing Director

**DATE:** 04<sup>th</sup> January 2023

**SIGNATURE:** F. Horan

**NAME:** Frank Horan Director

**DATE:** 04<sup>th</sup> January 2023