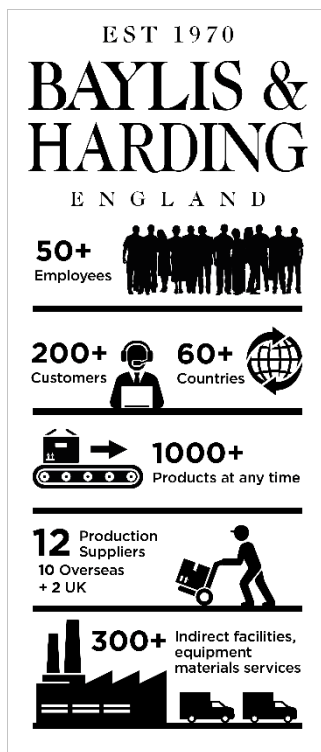


Modern Slavery and Human Trafficking Statement for the year ended 31st May 2018

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Baylis & Harding has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps the Company has taken and will take to ensure that slavery and human trafficking is not present within our business or supply chains.

This is Baylis & Harding's second annual Modern Slavery Statement



OUR BUSINESS and OUR SUPPLY CHAINS

Hard work, passion, determination and strong family values have made Baylis & Harding one of the fastest growing, award-winning, multi-channel bath, body and gift manufacturers operating in the UK market.

Our values are the heart and personality of our business. They are what makes us different from our competitors, they are what has made, and will continue to make, our Company a success. They are Baylis and Harding. They are “the way in which we do things” and this includes our commitment to ensure that slavery and human trafficking is not taking place in our business or in our supply chains

We are a family owned business based in UK with carefully selected manufacturing partners both in the UK and Overseas and are proud to supply our products to over 60 countries around the world

OUR POLICIES

We operate a number of internal policies to ensure we conduct business in an ethical and transparent manner. These include

1. Corporate Social Responsibility Policy

During 2018 we documented the core principles by which we operate our business into our Corporate Responsibility Policy.

The intention of this Policy is to communicate our commitment that we operate our business in a transparent and ethical manner including a zero-tolerance approach to any form of Modern Slavery within our supply chain

We have publically shared this commitment on our website and communicated our expectations to all tier 1 suppliers via our Sourcing Agreement

2. Employment

Our employment policies as detailed in our Employee Handbook and associated employment contracts are in full compliance with European legislation and ensuring employees are provided with good working conditions, fair treatment and reasonable rates of pay; and respect workers' human rights

3. Whistleblowing Policy

This encourages all employees to raise confidentially any concerns relating to business conduct or activities.

This policy has been reviewed and reissued during this financial year

4. Recruitment

We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

DUE DILIGENCE AND ASSESSMENT OF RISK

Baylis & Harding have been a member of Sedex (www.sedexglobal.com) since 2009. This is home to one of the world's largest collaborative platform for buyers, suppliers and auditors to store, share and report on information quickly and easily. The platform is used by more than 40,000 members in over 150 countries to manage performance around labour rights, health & safety, the environment and business ethics.

Based on our assessment and understanding of our supply chain we recognised that our biggest exposure to Modern Slavery was within in our manufacturing supply chain, and as such we require all manufacturing suppliers to be members of SEDEX and undergo SMETA audits on an annual basis

During 2017/2018, we have worked with all tier 1 suppliers to gain achieve SEDEX membership and all SMETA audits to be available for review via SEDEX. This has enable us to generate Forced Labour Indicator reports via the Sedex platform and we shall be taking action during the current year to both educate and address any potential social or ethical concerns with our suppliers

During 2017/2018 we have made it a requirement that all agencies engaged in the provision of temporary staff to Baylis & Harding are licensed members of the Gangmasters and Labour Abuse Authority and for these agencies, we have introduced an audit programme to review their internal policies and commitment to address Modern Slavery

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We shall work with all suppliers to improve their ability to identify and prevent modern slavery and utilise the Forced Labour Reports as a performance indicator by which we can assess the effectiveness of our policies relating to Modern Slavery and Human Trafficking

TRAINING

To ensure a higher level of understanding of the risks of Modern Slavery and Human Trafficking, we will provide training which shall commence with buying/sourcing teams so that they understand the signs of Modern Slavery and actions to be taken if there is any suspicion it is taking place

We understand that Modern Slavery risk is not static, and we are committed to continue our approach to identify and mitigate this risk in the year ahead.

This statement has been approved by Baylis & Harding plc Board of Directors