

Modern Slavery and Human Trafficking Policy

Walker's is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring its supply chains are free from slavery and human trafficking.

Purpose

This statement covers all Walker's activities, including three production and four retail sites, and all goods or services bought by us. We currently operate both retail and production facilities within the United Kingdom.

Responsibilities

The Board of Directors are responsible for ensuring the Statement is up to date, and accurately reflects the our actions and initiatives to tackle slavery and human trafficking.

The HR Team, Management Teams and Directors are responsible for introducing policies and reviewing the process they are developed.

Relevant Policies

Walker's operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Ethical Trading Policy, which demonstrates our commitment to being fair and just in dealings, contracts, and agreements with employees, agency workers, contracted workers, suppliers and customers
- Child Labour & Young Persons Policy, which defines our standards required from all aspects of the supply chain

Due Diligence

Walker's undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. This includes:


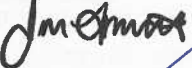
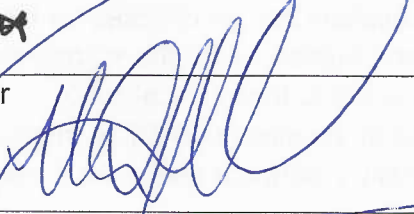
- Mapping the supply chain broadly to assess particular product or geographical risks to modern slavery and human trafficking
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Reviewing all aspects of the supply chain regularly, based on the supply chain mapping and supplier approval and monitoring procedure
- Using Sedex, where suppliers can be checked for their labour standards, compliance, and modern slavery and human trafficking standards. Suppliers are requested to be on Sedex and provide a link to their Ethical SAQ
- Placing sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our relevant policies, including the termination of the business relationship.

Walker's is audited by Intertek on an annual basis to ensure ethical compliance.



Board Approval

Our Board of Directors have approved and signed this statement and will ensure it is reviewed and updated annually.

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Approver	Nicky Walker 
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