

ROMAN

Modern Slavery Statement

This statement is made in reference to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps that Roman Originals takes to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

Roman Originals operates in over 130 retail stores and concessions, across various locations throughout the United Kingdom. The products we sell are sourced from a broad range of national and international suppliers. Many of those international supplier relationships are sourced and managed by our dedicated teams based in the United Kingdom.

Our Ethical Policies set out our policies on Disability, Equal Opportunities, Labour and Human Rights and Ethical sourcing.

We work closely with our partners within the supply chain to improve the working standards and environment of their workers and we actively encourage them to adopt and enforce similar policies in their own operations. Together, we are developing a process of continuous improvement.

We undertake all reasonable and practical steps, including all manufacturing bases, factories and suppliers we work with who are subject to both scheduled and unscheduled inspections, independent audit and compliance monitoring to ensure that our standards are being implemented throughout the businesses of our suppliers and that local legislation and regulations are complied with.

We will assess any instances of non-compliance on a case-by-case basis and will ensure that the necessary action is tailored appropriately.

Our Ethical Policy is communicated and made accessible to all our employees and those involved in the procurement of products. We ensure a collective and active role in influencing good practices, in addition to encouraging open and honest dialog across our network of partners and suppliers.

We only trade with those who fully comply with our Ethical Policy or those who are taking verifiable steps towards such compliance. Where a supplier is unable or unwilling to make the proposed changes to the health and wellbeing of its workforce, we will cease working with them without hesitation.

Roman colleagues receive no less than the prescribed minimum wage and we apply robust immigration checks, and expect the same standards from our suppliers.

This statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis.

Rick Christo

Rick Christo
Managing Director

Last Review April 2019