

# Kenneth Green Associates Limited (KGA) Modern Slavery Statement

## Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that KGA took during its financial year ended 31 December 2020 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chain.

## Business and Supply Chain

KGA is a privately owned company whose principal activity is the distribution and sale of fragrance, skincare and make-up products in the United Kingdom, Channel Islands and the Republic of Ireland. KGA represents a number of international brands.

## Policies and Practices

KGA is committed to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business integrity. KGA has implemented various policies that are relevant to this commitment; these set out what is expected from its external suppliers, internal business and its employees.

Key policies are:-

### KGA Suppliers' Code of Ethics

KGA expects its suppliers to share its commitments and to act in full compliance with all relevant laws, including all national, local and international laws relating to the management of their businesses.

### KGA Employees' Code of Ethics

KGA Employees' Code of Ethics & Professional Conduct, which includes an anti-slavery policy, reflects its commitment to acting ethically and with integrity in all its business relationships and to enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in its supply chain. KGA Employees' Code of Ethics requires conduct of the highest standards of integrity, respect and engagement in all business relationships every day and everywhere.

KGA expects its employees and suppliers to engage in and to promote honest and ethical conduct, comply with all applicable laws, rules and regulations in their own area of responsibility, with due care, competence and diligence when dealing with colleagues, customers, suppliers and intermediaries.

## Supplier Due Diligence

KGA continues to review its supply chain, with the aim of establishing compliance with best practice.

KGA reserves the right to check adherence to the principles it has set and to conduct compliance reviews. Upon reasonable notice, KGA's suppliers will need to supply required information and grant access to KGA representatives to verify compliance.

## Training and Awareness

KGA conducts regular training sessions for its employees to ensure legal and human resource compliance with relevant legislation. The purpose of these training sessions is to reduce the business risk of non-compliance with such legislation by employing efficient processes, and by collating and reporting reliable data. It is KGA's aim to eliminate any risk of Modern Slavery in its business operations or its supply chain.

## Summary

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes KGA's slavery and human trafficking statement for the financial year ended 31 December 2020. It has been duly approved and signed by a director of the company.



Philip Stokes  
Finance Director and Company Secretary  
Kenneth Green Associates Limited  
30 March 2021