

## **PHOTO-ME GROUP SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 30 APRIL 2019**

This Group Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ended 30 April 2019.

### **INTRODUCTION FROM THE CHAIRMAN**

We are committed to combating slavery and human trafficking. However, due to the nature of our business and the sector in which we operate, we believe that we are at a low risk of encountering or being exposed to slavery and human trafficking.

### **ORGANISATION'S STRUCTURE**

We are a global provider of services in the ID, photo-kiosk and laundry sectors. We are the parent company of the Photo-Me International Group (Group). The Group has over 1,000 employees worldwide (1,140 as at 30 April 2019) and operates in eighteen countries.

The Group has a global annual turnover of £228M as at 30 April 2019.

### **OUR BUSINESS**

Our business is organised into three business units: identification, laundry and kiosks. More information on each can be found in our annual report for the year ended 30 April 2019.

### **OUR SUPPLY CHAINS**

Our supply chains include all the purchases of components, sub sets, finish products and services related to the Group's business.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.

- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

#### **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

This consists of:

- (i) reviewing compliance with all regulations and certifications; and
- (ii) researching potential suppliers through a pre-selection and selection process which include:
  - proposed suppliers' agreeing to abide by ethical principles and the UN Global Compact;
  - visits to suppliers' premises and audits;
  - Inserting provisions in our commercial contracts requiring suppliers to adhere to ethical principles and observe anti-slavery legislation.

#### **STEPS TAKEN THIS YEAR**

We have a robust anti-slavery policy in place and standard form contracts which seek to protect against slavery and human trafficking in our supply chain. However, as we operate in a low risk sector and our business model does not expose us to a high risk of encountering slavery and human trafficking we have not taken any additional steps this year to combat this issue. Nonetheless, we do not tolerate any instances of slavery and human trafficking in our business or in our supply chain.

The board of directors of the Company delegated approval of this statement on its behalf to the Chairman of the Company.

  
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John Lewis on behalf of

**PHOTO-ME INTERNATIONAL PLC**

Date: ..3... October 2019