



## Modern Slavery Statement

### Introduction

Deckers Group Ltd and subsidiaries (Deckers Hospitality Group Limited, Deckers Restaurants Limited, The Royal Toby Hotel (Castleton) Limited), takes its social responsibilities very seriously and conducts its business with integrity and transparency. We are committed to understanding more about modern slavery, human trafficking and labour exploitation and to improving our practices to ensure that modern slavery is not present in our business or supply chains.

### Our Business

Deckers Group are a family run hotel, restaurant, wedding venue, butchery and wholesale distributor business who have been operating in the North West of England since 1989.

To find out more about our business and operating sites please visit: [www.thedeckersgroup.com](http://www.thedeckersgroup.com)

### Our Approach

In 2018 we adopted an educational based approach to manage risk in both our current and future workforce and our supply chain.

Although the prevalence of Modern Slavery in the UK is low \* educating our UK based suppliers remains a priority for us due to the high number of suppliers based in the UK and the risks associated with exploitation of a migrant workforce.

### Actions to Address Risk

As part of our initiative to address risk by education, we have or are in the process of undertaking the following:

- All current suppliers are asked to conform with our Anti-Slavery and Human Trafficking Policy and Supplier Code of Conduct (non-conformance may result in supplier auditing or termination of agreement)
- As many of our suppliers are small businesses (with annual turnovers under the current modern slavery reporting threshold), our approach is to provide useful information to assist them to recognise modern slavery, human trafficking and exploitation and take action. All current and new suppliers are provided with an information pack (Stronger Together Resources)
- All employees are made aware of our commitment to combatting modern slavery and human trafficking
- Training our senior management team and employees involved in the procurement process
- Introduction of modern slavery awareness training during induction and periodic training for current employees
- Increasing awareness of modern slavery to our employees by providing information and resources available through the Stronger Together initiative
- Welfare questions and Stronger Together information provided during job interviews
- Evidence of right to work is required before job offers are made
- Salary (new & existing employees) can only be paid to bank account owned and controlled by employee

### Further Steps to prevent Modern Slavery in our Business



Where our actions identify cases of modern slavery, we will immediately report this to the police. The safety and wellbeing of potential victims is of paramount importance and we will respond accordingly.

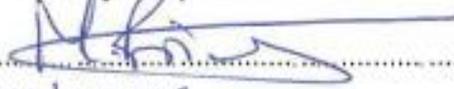
In future statements we will report progress against our actions to address risk

We will conduct regular reviews of our processes including how we gather data and how we approach training and awareness activities to continually identify areas for improvement.

This statement is made in accordance with section 54 (1) of the Modern Slavery Act 2015 and constitutes Deckers Hospitality Group Limited and subsidiaries statement for the financial year commencing October 1<sup>st</sup> 2017 and ending September 30<sup>th</sup> 2018

Approved by Deckers Group Board of Directors on Thursday 14<sup>th</sup> February 2019

**Maxwell Brierley**  
**Managing Director**  
**Deckers Hospitality Group Limited**

Signed: 

Dated: 14/02/19

\* Source Global Slavery Index 2018 - <https://www.globalslaveryindex.org/2018/findings/highlights/>