

In Summary

The Timpson Group of companies prohibits slavery, forced labour and human trafficking of any kind in relation to our business and our supply chains. We support the promotion of ethical business practices and policies to protect workers from any kind of abuse or exploitation in relation to our group businesses and supply chains.

Our Business

The Timpson Group is the UK's leading service retailer, employing over 4,000 colleagues, with over 2000 shops around the UK and Ireland. Our business was established in 1865 and is still wholly family owned and operated by Sir John Timpson CBE as our Chairman and James Timpson OBE DL as our Chief Executive. The Timpson Group includes the following businesses;

- [Timpson](#)
- Max Spielmann
- Johnsons the Cleaners
- Snappy Snaps
- Jeeves of Belgravia
- Flock Inns
- The Watch Lab
- Iconx
- Timpson Security

We consider our colleagues to be the heart and soul of our business and consider them all to be a part of the Timpson family. We care for all of our colleagues and go to great lengths to ensure that each and every one of them is treated with kindness and respect. We are an equal opportunities employer with a very straightforward recruitment policy- we recruit people with great personalities.

Our Supply Chain

The products we sell are sourced both nationally and internationally. Most of the goods that we source from overseas come from China.

We are committed to running our business responsibly at a local, national and international level. Therefore, we take a great deal of care when selecting our business partners and suppliers. All of our suppliers must sign our supplier terms and conditions which stipulate that they must adhere to

the legislation within the [Modern Slavery Act 2015](#). A full copy of our supplier terms and conditions can be found here (link to document).

Our buying team are fully aware of their responsibility to only procure products and/or services from suppliers that we would be proud to do business with and that meet or exceed our own standards for workplace practices. We personally visit a number of our suppliers on an annual basis and this year, we have begun a programme of random ethical audits via a recognised third party provider.

If at any point and for any reason, we suspect a supplier is failing to comply with our supplier terms and conditions or is in anyway involved in trafficking, slavery or any other workplace practices not fitting with the culture of our business, we reserve the right to suspend or terminate our working relationship without notice.

Both our senior team and colleagues in roles where modern slavery may be more prevalent, have received training on identifying and reporting victims of modern slavery delivered by a dedicated external specialist.

We are committed to continuing to improve workplace practices within our business and our supply chain.

Approved by the Board of Directors on July 20th 2023 and signed by Paresh Majithia (Finance Director) on their behalf.

A handwritten signature in black ink, appearing to read 'Paresh Majithia', written in a cursive style.

Paresh Majithia

Finance Director