

## **SHANEEL ENTERPRISES LIMITED**

### **SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR FINANCIAL YEAR 2017/2018**

#### **INTRODUCTION**

The Shaneel Enterprises Group has a zero-tolerance approach to modern slavery and human trafficking, and we are committed to acting ethically and with integrity at all times. We have evaluated our business dealings and relationships and assessed the level of visibility which we have in relation to operations throughout our supply chain. We are committed to improving our Group's practices to ensure we are certain that slavery and human trafficking is fully combatted by us whenever and wherever necessary.

#### **ORGANISATION'S STRUCTURE**

We are an international producer and distributor of branded fragrances and cosmetics.

The Shaneel Enterprises Group is based in Watford, United Kingdom. It comprises Shaneel Enterprises Limited and its various subsidiaries including SA Designer Parfums Limited, Mayfair Perfumes Limited, House of Worth Limited and FragranceExpert Limited.

The Shaneel Enterprises Group has over 170 employees across the UK and works with third parties both within and outside the UK in relation to the manufacturing and distribution of our business' products.

#### **OUR SUPPLY CHAINS**

Our supply chains draw on suppliers of finished goods and non-finished goods which in the latter case are forwarded by us to local contract manufacturers for assembly.

Our supplies are sourced from suppliers in the European Union, the USA, and from a single supplier in the UAE. The majority of our relationships have been established over a number of years. As and when we take on new suppliers we select them through a combination of due diligence enquiries relating to their known performance, regulatory compliance, accreditations through recognised organisations and schemes, and references/recommendations from other suppliers and/or trusted third parties.

To date we are not aware of any slavery or human trafficking within our supply chain and in the event we did become so aware we would act immediately in accordance with our legal and moral obligations.

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

We have an Anti-slavery and Human Trafficking Policy effective across our Group. Our Anti-slavery and Human Trafficking 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**

We are now putting in place additional formal 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 modern slavery and human trafficking.

To ensure all those in our supply chain and contractors comply with our values we require all our business partners to comply with all applicable laws and shall be making it a formal requirement that suppliers comply with our Anti-Slavery and Human Trafficking Policy.

Representatives from each department provide an overview to the Managing Director of the suppliers of goods and services to their department and regularly monitor for any signs of modern slavery and human trafficking in the supply chain serving them. In the event an issue relating to modern slavery and/or human trafficking is identified it will be notified to the Managing Director and an investigation will be opened.

We will not purchase from any supplier found to be breaching our Anti-slavery and Human Trafficking Policy either directly or indirectly.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all staff in relevant business areas.

This 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 ending 31 March 2018.