

Introduction

This is B&M's seventh Modern Slavery Statement issued under the UK's Modern Slavery Act 2015 (the "Act"). It sets out the steps we take as a group of businesses to prevent slavery and human trafficking in our operations and supply chains. We understand our responsibility to prevent the risk of slavery and human trafficking and the continuing need to develop and respond to this growing global issue. We are committed to promoting ethical business practice and the fair treatment of workers in our business operations and throughout our supply chain.

Modern Slavery & ESG timeline

2016	<ul style="list-style-type: none">Published first Modern Slavery Policy made under section 54 of the Modern Slavery Act 2015
2017	<ul style="list-style-type: none">Published Modern Slavery Statement v2
2018	<ul style="list-style-type: none">Published Modern Slavery Statement v3
2019	<ul style="list-style-type: none">Published Modern Slavery Statement v4
2020	<ul style="list-style-type: none">Published Modern Slavery Statement v5
2021	<ul style="list-style-type: none">Published Modern Slavery Statement v6
2022	<ul style="list-style-type: none">Publish Modern Slavery Statement v7

Our group and supply chain

Our group businesses

We are a general variety goods value retailer with stores in the UK and France. Our stores offer customers a range of grocery and general merchandise products. Our Group includes the following businesses:

- the B&M general merchandise retail stores business, which operates throughout the whole of the UK through a store chain of more than 700 stores ('B&M');
- the Heron Foods discount convenience stores business, which operates predominantly in the North of England through a store chain of more than 300 stores ('Heron Foods');
- the B&M France general merchandise retail stores business operates in France through a store chain of more than 100 stores ("B&M France").

Our operations extend beyond our retail stores to our network of distribution centres and warehouses with five operational depots throughout the UK. For all our stores and distribution centres, our overriding concern is the fair treatment of our workers. B&M's Workplace Policy Statement sets out the standards and principles that our colleagues can expect and our commitment to promote ethical and fair treatment for all our employees. A copy of this statement is [here](#).

Our group supply chain

Overview

Our supply chain can be summarised as follows:

- **Fast Moving Consumer Goods ("FMCG")**

The majority of FMCG goods (such as food) are sourced in the UK from branded, household names.

- **Imported or general merchandise**

The majority of products imported from overseas are sourced from China. These are predominately machine manufactured goods rather than labour-intensive handmade products, such as clothing and footwear.

- Approximately one third of B&M UK imports are sourced through our Hong Kong-based sourcing agent, Multi-lines International Company Ltd ("Multi Lines");
- Other imports are sourced directly by B&M UK;
- Heron Foods sell a limited number of products imported from China, procured from the B&M supply chain
- B&M France is increasingly using the B&M supply chain, procuring imported products from China.

Our supplier partnerships

At B&M, we have a transparent relationship with our suppliers. We have long-standing supplier relationships and work collaboratively to minimise the risk of social compliance issues occurring in our supply chain.

The vetting processes we use for our suppliers depends on whether they are FMCG goods or an overseas import.

FMCG relationships

The majority of FMCG goods are procured from leading brand name suppliers with existing policies and procedures. When procuring from third-party brands, we operate based on reasonable reliance being placed on those suppliers having comprehensive procedures and policies in place.

Overseas supplier relationships

Import suppliers (both direct and those via Multi Lines) are required to provide social compliance audit verification to report on compliance with local laws and regulations, including labour practices. Direct suppliers provide both completed supplier compliance questionnaires and independent audit certification. New suppliers trading directly with B&M also provide a new supplier questionnaire and audit verification as part of the on-boarding vetting and verification processes.

For those imports performed by Multi Lines, supplier social compliance audit reports are prepared by external providers from recognised inspection, verification and certification companies. The main accreditation provider is the Business Social Compliance Initiative (BSCI), which conducts audits using the well-established values and principles of the Amfori BSCI Code of Conduct. Auditing suppliers is a continuous process, with new audit reports obtained as part of an ongoing verification processes of approved and new suppliers.

By utilising the social compliance expertise of Multi Lines, the business ensures that there is a consistent and robust social compliance auditing standard being applied. This process has the advantage of local knowledge, language and understanding of culture.

In addition to the Multi Lines process detailed above, the B&M Internal Audit function reviews the audit certification provided to Multi Lines by their suppliers. In addition, the Internal Audit team, where practical, have historically visited Multi Lines and their suppliers and factories as part of the internal audit annual activity. Since Covid-19, such visits have not been possible due to the Coronavirus pandemic, travel restrictions and continuing strict lock downs in Hong Kong and China. The buyers have also visited both old and new suppliers where permitted.

Looking ahead, we expect to resume supplier visits when permitted. We will look for improvements to be made as a result of recent work by the new Sustainability Manager together with a Multi Lines colleague who was seconded to the UK in the year under review.

Governance

The Executive Directors are responsible for Modern Slavery Act activity across the B&M group of companies. Overall accountability is held by the Board, chaired by the Chairman of the Board, Peter Bamford, and the Board has final sign-off and approval of all matters relating to the prevention of modern slavery and human trafficking.

Policies, communication and risk assessment

Our policy

We have a zero-tolerance policy on slavery, forced labour and human trafficking of any kind concerning our business and supply chains. We support the promotion of ethical business practices and policies to protect workers from any kind of abuse or exploitation. In the last year, all three

businesses have continued to communicate our Workplace Policy on the welfare rights of workers to their existing and new suppliers. The standard terms and conditions of purchase used with all suppliers make it a condition that they adhere to these Workplace Policy standards.

Our policy is set out in the B&M Workplace Policy Statement (a copy of which is available by clicking [here](#))

In the last year we have taken the following steps in relation to our policy on anti-slavery and human trafficking:

Communication of policy

- B&M has continued to communicate the Group's Workplace Policy to suppliers along with B&M's standard terms and conditions of purchase, which make it a condition of trading with B&M that suppliers adhere to our Workplace Policy standards;
- Heron Foods has continued communicating the Group's Workplace Policy standards to suppliers. Heron Foods' standard terms and conditions of purchase also make it a condition that suppliers adhere to the policy; and
- Our French business, B&M France, has adopted and communicated the Group's Workplace Policy standards and provided them to its suppliers. Its standard terms and conditions of purchase also make it a condition that suppliers adhere to the policy.

Our Workplace Policy will be reviewed from time to time, at least once annually, to determine if any changes are required and if any further communication with employees and suppliers is needed.

Risk assessment

In relation to the Group's assessment of risk, the business adopts a proportionate approach dependent upon the source of its products which are those products:

- sourced from leading household brand name suppliers;
- sourced through our Hong Kong-based sourcing agent, Multi Lines; or
- imported into the UK by B&M, mainly sourced from China.

A balance is drawn between reasonable reliance on leading household brand name suppliers who have their own comprehensive procedures and policies in place, and, those where other forms of verification processes are required by our Group businesses or our sourcing agents.

Consequences of failure to comply with our policy by our suppliers

In the event of any suspected failure by a supplier to comply with our Workplace Policy Statement, we will investigate the circumstances of it with the supplier. In the event of a policy breach, we will review the appropriate remedial action the supplier must take and determine whether our trading relationship with that supplier should be monitored, suspended or terminated on a case-by-case basis.

FY22

Concerning the year under review, no reports have been made to the Group of any instances of actual or suspected modern slavery or human rights abuses relating to human trafficking or other kinds of forced labour in our supply chain.

Our commitment

The B&M Group is committed to promoting ethical business practices and policies to protect workers from any kind of abuse or exploitation concerning our group businesses and supply chains.

We continue to strive to find effective ways of improving communication and adherence to ethical business practices and assessment of risks and always welcome feedback from all stakeholders in relation to our business. Our policies, procedures and approach to verification processes are geared toward what we think are balanced, reasonable, practical and effective.

Approval

This statement is made under section 54 of the Modern Slavery Act 2015 and is our anti-modern slavery and human trafficking statement for the financial year 2021/2022.

This statement has been approved by the Board of Directors and a copy of it has been signed by Simon Arora the Group's CEO.

23 September 2022