

## Modern Slavery Statement 2020

### Our Business & Commitment



T. J. Morris Ltd trading as Home Bargains is the largest independent grocer in the UK.

The business was founded in Liverpool by Tom Morris more than 40 years ago and has grown to become one of the largest retailers in the UK with over 500 stores and employing circa 22,000 people.

T. J. Morris Ltd is a privately owned business and we operate stores nationwide. Our product range is diverse, ranging from top quality high street brands, to our own branded products – from health and beauty products to household goods, food, toys and more. As a discount retailer, we aim to offer a pleasurable shopping experience with a budget price tag – this is described by our strapline “top brands bottom prices”.

Importantly though, while we strive to improve the customer experience, and reduce costs, we are committed to preventing and understanding modern slavery risks. Our customer-centric attitude underpins all that we do and we understand the role that we play in tackling such challenges as modern slavery. We also understand that we have a collective responsibility to protect the environment and have a duty to understand the areas of our business where we may be exposed to modern slavery risks and trust that our collective approach will help to improve environmental, social, and governance (ESG) issues.

### Our Product Supply Chain

Our business cannot tackle modern slavery alone. We believe that a collaborative approach to tackling problems and developing solutions within our own supply chain is vital to mitigating risks.

We do this by:

- 1) Ensuring suppliers understand and comply our requirements;
- 2) Ensuring our policies and procedures are reviewed regularly and that we have training processes in place to enable our internal teams to have appropriate awareness and understanding of the issues and our responsibilities; and
- 3) Working towards full transparency in our supply chain.

Continuous improvement lies at the heart of our business. We aim to implement processes that are designed to assess and mitigate risk.

### Looking forward

In the year ahead, mitigation work will include an increased commitment to due diligence practices in the area of modern slavery. We are not looking to reinvent the wheel and are aware that there are best practice activities and established resources that we can draw on and learn from. And we are committing to the following actions:

- We will map the modern slavery risks in our own business and assess our hiring practices and procedures including mapping labour providers, incentivising best practice where found and identifying any areas of improvement needed and hot-spots if they exist;
- We will map modern slavery risks in our own brand (OB) and “unbranded” supply chains, incentivising best practice where found and identifying any areas of improvement needed and hot-spots if they exist;
- We will map modern slavery risks in our non-merchandise supply chain, with a focus on labour providers, logistics and the provision of cleaning and other support services. We will incentivise best practice where found and identify any areas of improvement needed and hot-spots if they exist;
- In terms of supply chain, we will look at certain products and services that we consider to be higher risk and map these areas in more detail as a priority. This will include fresh produce;

- We will begin a strategic dialogue with a targeted range of our biggest, most important and highest profile suppliers including household brands to learn how they are mitigating modern slavery risk and will aim to work with them to improve and learn together;
- (As part of the above process) we will complete an assessment of modern slavery statements for our (qualifying) key account merchandise and non-merchandise suppliers to look for gaps and opportunities;
- We will seek to collaborate on modern slavery mitigation and will scope activities with other stakeholders including competitors, Non-Governmental Organisations (NGOs) and academic institutions; and
- We will train key members of T J Morris staff in modern slavery risk and report on the same.

This statement has been published in accordance with the requirements under the Modern Slavery Act 2015 for the financial year ending June 2020.

This statement has been approved by the board on 1<sup>st</sup> July 2020.



Signed.....

Tom Morris  
Managing Director  
T. J. Morris Limited

Date: 21/10/2020