



Family Jewellers  
Est. 1888

T H Baker Head Office  
WMM, Brinton House, Exchange Street, Kidderminster, DY10 1AG

Telephone: 01562 312 223      Email: info@thbaker.co.uk      Web: www.thbaker.co.uk

### **T.H. Baker Modern Slavery Statement 2019**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes T.H. Baker's slavery and human trafficking statement for the financial year ended 31<sup>st</sup> March 2019. This statement relates to all of T.H. Baker's wholly-owned subsidiaries, including:

T.H. Baker Holdings Limited

T.H. Baker & CO. Limited

T.H. Baker Group Limited

#### **Our business and supply chain**

T.H. Baker was founded in 1888 as a family owned business and has established itself as a leading independent jeweller, whilst still retaining its family values. We operate 23 stores throughout the country and we also have an online platform. We pride ourselves on delivering the best quality of product, value and service to all our customers.

We source products from a number of countries around the world, mainly:

United Kingdom

Switzerland

Italy

Hong Kong

USA

Germany

Denmark

Thailand

China





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## Policies

We are committed to continuously improving our practices to identify and eliminate slavery and human trafficking in our business and supply chains. We support the government's objectives to eliminate modern slavery and human trafficking.

We have a number of policies in place which aid in identifying and preventing slavery and human trafficking in our business and promote a safe supply chain:

- Equal opportunities policy- We are opposed to all forms of unlawful and unfair discrimination and we encourage diversity amongst our workforce.
- Whistleblowing policy- We encourage all employees to raise any concerns they may have over how their colleagues are being treated or any issues within our business without fear of reprisal.
- Recruitment policy- We conduct checks that employees are eligible to work in the UK in order to prevent individuals being forced to work against their will.

## Staff awareness

All members of staff undergo an induction process when they join the Company and are informed on all our policies and procedures.

In this coming year we will ensure our Buying team participates in modern slavery training so they can better understand how they can aid in preventing slavery in our supply chains.

## Improvement

We understand that there are further steps that can be taken to ensure that nobody involved in the production, distribution and sale of our products is involved in modern slavery and human trafficking. We are planning to do the following in the coming year:

- We will develop a Supplier Code of Conduct which will contain principles covering key areas in preventing slavery and human trafficking. We shall ask all our suppliers to sign and return a letter of acceptance to confirm the supplier and its staff will comply with our code.
- We shall investigate whether all our suppliers of diamonds are signed up to the Kimberley Process, which restricts the supply of conflict diamonds.





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### Risk Assessment

We will continue to work with our suppliers to ensure that to the best of our and their knowledge, our supply chain does not have any links to slavery or human trafficking. We will work with our suppliers and assess any risks which may undermine our commitment. We recognise that we need to continue to improve our processes and staff awareness, which we will work on in the coming year.

### Approval

This statement has been approved by the Directors of T.H. Baker and is signed by a Director.

Robert Wylie

Finance Director

