



## **Modern Slavery Statement**

### **Introduction**

Deckers Group Ltd and subsidiaries (Deckers Hospitality Group Limited, Deckers Trading Limited, The Royal Toby Hotel (Castleton) Limited), takes its social responsibilities very seriously and conducts its business with integrity and transparency. We are committed to understanding more about modern slavery, human trafficking and labour exploitation and to improving our practices to ensure that modern slavery is not present in our business or supply chains.

### **Our Business**

Deckers Group are a family run hotel, restaurant, wedding venue, butchery and wholesale distributor who have been operating in the North West of England since 1989.

To find out more about our business and operating sites please visit: [www.thedeckersgroup.com](http://www.thedeckersgroup.com)

### **Our Approach**

In 2018 we adopted an educational based approach to manage risk in both our current and future workforce and our supply chain.

In 2019 we reviewed our internal processes to ensure our actions to address risk were imbedded in our standard operating procedures.

In 2020 the Covid 19 pandemic disproportionately affected already vulnerable workers and increased the risk of exploitation and modern slavery. While our operations were closed, we continued to support our workforce with employment protection actions and access to health care information and resources. We developed a supplier welfare questionnaire which must be completed by suppliers on request. Responses are categorised using a risk matrix and further action may be taken for suppliers considered high risk. Further action may include requirements for training and process changes, further auditing, or termination of agreement.

In 2021 and 2022 although we were no longer required to publish a modern slavery statement, we continued our approach to ensure that education and awareness remained a priority

In 2023 we reviewed and published our modern slavery statement and confirmed our continued commitment to reducing risks of modern slavery and labour exploitation within our business and our supply chain.

In 2024 we continued our educational based approach to managing risk and increasing awareness of modern slavery and forced labour. Taking learnings from the reported instances of labour exploitation within businesses which were hidden in plain sight (for example the exploited workers found to be working in McDonalds and in supply chain to major UK supermarkets), we focused on our internal training and educating our managers and workforce to recognise and report modern slavery.

Educating our UK based suppliers remains a priority for us due to the high number of small suppliers based in the UK and the risks associated with exploitation of a migrant workforce. As such going into 2025, we will engage with our suppliers to reissue our supplier code of conduct and to provide educational information about modern slavery and labour exploitation

If we identify any instances of modern slavery, we will immediately report this to the police.



## **Actions to Address Risk**

As part of our initiative to address risk by education, the following actions have been taken:

- Our policies are reviewed on an annual basis, updated and communicated to internal and external stakeholders
- All current suppliers are required to conform with our Anti-Slavery and Human Trafficking Policy and Supplier Code of Conduct (non-conformance may result in supplier auditing or termination of agreement)
- As many of our suppliers are small businesses (with annual turnovers under the current modern slavery reporting threshold), our approach is to provide useful information to assist them to recognise modern slavery, human trafficking and exploitation and take action. All current and new suppliers are provided with an information pack (Stronger Together Resources)
- All employees are made aware of our commitment to combatting modern slavery and human trafficking
- Training our senior management team and employees involved in the procurement process
- Introduction of modern slavery awareness training during induction and periodic training for current employees
- Increasing awareness of modern slavery to our employees by providing information and resources available through the Stronger Together initiative
- Welfare questions and Stronger Together information provided during job interviews
- Evidence of right to work is required before job offers are made
- Salary (new & existing employees) can only be paid to bank account owned and controlled by employee

## **Further Steps to prevent Modern Slavery in our Business.**

Where our actions identify cases of modern slavery, we will immediately report this to the police. The safety and wellbeing of potential victims is of paramount importance and we will respond accordingly.

In future statements we will continue to report progress against our actions to address risk and we will detail further steps we are planning to take.

We will conduct regular reviews of our processes including how we gather data and how we approach training and awareness activities to continually identify areas for improvement.

This statement is made in accordance with section 54 (1) of the Modern Slavery Act 2015 and constitutes Deckers Hospitality Group Limited and subsidiaries statement for the financial year commencing October 1<sup>st</sup>, 2023, and ending September 30<sup>th</sup>, 2024.

Approved by Deckers Group Board of Directors on 31<sup>st</sup> December 2024.

A handwritten signature in black ink, appearing to read "Max Brierley".

**Max Brierley**  
Managing Director