



**crestleather**

## **ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR FINANCIAL YEAR 2018**

### **What is Modern Slavery?**

Someone is generally considered to be in slavery if they are threatened to undertake work, are being held and made to work against their will, undertake work they are not free to choose to do, or otherwise have no control over, and cannot end their employment without risking harm to themselves or their family.

Crest Leathers has a responsibility to be alert to the risk of modern slavery both in our own activities and those of our suppliers and to act upon any concerns we may have.

### **Our Organisation Structure**

The Group consists of 16 companies led by parent company Crest International KFT and we are a global producer of high-quality finished leather, mainly for upholstery, for end-use in the residential, contract, hospitality, and design sectors.

Crest Leathers employs more than 500 staff globally and 19 staff in the UK and has a total turnover of approximately \$125m.

### **Our Supply Chains**

Our supply chains relate to the provision of hides, chemicals used to tan the hides and logistics to transport the hides between locations.

### **Our Policy and Approach**

Crest Leathers is committed to working ethically and with integrity and we seek to work only with those organisations who also want to do so and can demonstrate that they work in that way and who share our values.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our own work.

Crest Leathers has a range of policies which reflect our commitment to act against modern slavery and human trafficking, including, but not limited to, areas such as bullying and harassment, equality and diversity, recruitment and selection and safe-guarding and whistleblowing.

We operate safe recruitment practices to ensure not only that our staff are competent and capable but are also eligible to undertake work freely on our behalf.

In the purchase of other equipment, transport, goods and services, we expect our companies to manage their activities efficiently and effectively. We always seek to source goods and services from reputable and recognised organisations.

We ensure our HR and payroll systems are effective in identifying and reporting on any actual breach or potential breach of the legislation.

### **Training**

We will ensure that managers and those who procure goods and services for the organisation are made aware of the legislation, risks and our responsibilities in this area and that they are able to act and report accordingly.

### **Reporting**

Anyone across the Group who has any concerns about modern slavery and human trafficking can report those concerns either to their immediate line manager or can utilise our whistleblowing policy to report them.

Crest Leathers whistleblowing policy encourages people to report any concerns relates either to Crest Leather's own activities or within our supply chains. The policy and procedure is designed to ensure that it makes it easy for people to raise concerns without fear of victimisation.

Where concerns are raised about suppliers or contractors, we will consider whether it is appropriate to terminate the relationship or contract where we believe that our concerns have not been adequately explained or addressed.

This statement has been approved by the Crest Leathers board on 29<sup>th</sup> March 2019 in pursuant to the Modern Slavery Act 2015 (s54(1)) and constitutes our Group statement for the financial year 2018.

### **ISSUED PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT 2015**

Signature: 

Name: CHIRAG PATEL

Position: DIRECTOR

Date: 29/03/2019