

## **Modern Slavery Statement**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Angling Direct plc (AD) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. AD has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

AD is a specialist retailer with 54 stores in the UK and 1 store in Holland. Our network of stores and e-commerce platforms offer our customers a wide range of fishing tackle. Our operations extend beyond our retail stores to our distribution centre's both in the UK and Holland.

AD employ approximately 500 colleagues.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Modern-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how colleagues can identify any instances of this and where they can go for help.
2. Equality, Diversity & Inclusion policy. We operate a robust recruitment process, including conducting eligibility to work in the checks for all colleagues to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all colleagues know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Anti Bribery & Corruption policy. This policy sets out the responsibilities of all colleagues and associated persons engaged in AD activities to comply with, recognise, report and deal with any issues arising from any corruption or bribery.

### **Our suppliers**

The majority of products sold by AD are imported from overseas, sourced from China. We have a transparent relationship with our suppliers and will work collaboratively to minimise the risk of social compliance issues occurring in our supply chain.

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**Tel:** +44 (0) 1603 400 870

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We are committed to developing long-term relationships with suppliers who share our commitment to eradicating slavery and human trafficking and whose business practices are responsible and ethical.

Our modern slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

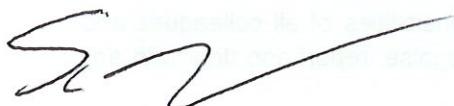
1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. For UK based suppliers. They pay their employees the national minimum/Living wage as appropriate.
4. For international suppliers. They pay their employees any prevailing minimum wage applicable within their country of operations.

In the event of any suspected failure by a supplier to comply with our policy, we will investigate the circumstances 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.

## Communication & training

Later in the year, we have plans to roll out an E-learning module via our LMS, CPL on modern slavery particularly forced labour, labour trafficking and other hidden third-party exploitation of workers. We will utilise this platform to deliver specialist training to specific colleagues.

This statement was approved by the Board of Directors on 1<sup>st</sup> May 2025



**Steve Crowe**  
**Chief Executive Officer**

Date 1<sup>st</sup> May 2025

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