

Harry Corry

MODERN SLAVERY STATEMENT

Financial Year 01/03/23- 29/02/24

Harry
Corry
INTERIORS



Modern Slavery is a global issue which unfortunately no country or industry is immune from. Harry Corry Ltd fully supports any measures available to eradicate this type of criminal activity.

The purpose of this statement is to highlight the company's stance against modern slavery. Modern slavery has many forms and can include forced labour, human trafficking, and child slavery; all of which involve dehumanising individuals and breaching their human rights.

The company has a zero-tolerance approach to modern slavery and not only aims to prevent modern slavery within the business, but also is committed to preventing it from taking place within the direct supply chain.

This statement highlights the systems in place which aim to eliminate modern slavery. These systems are continually reviewed to ensure that they are up to date and relevant. At Harry Corry we are committed to continuous improvement and protecting the human rights of all those who are in contact with our company, whether it be employees, customers or those in the supply chain.

The following information is in accordance with the standards set out in section 54 of the Modern Slavery Act 2015.

This statement applies to the financial year 01/03/2023 – 29/02/2024.

Who are we?

Harry Corry Interiors is a Northern Ireland based family run business which was established by Harry Corry in 1968. The company became Limited in 1977 and for the past 56 years the company has established itself as a leading retailer of home furnishings. We pride ourselves in our extensive range of curtains, bedding, curtain poles, beds, mattresses, lighting and furniture and ancillary items.

Currently we have 56 retail outlets throughout Northern Ireland, Ireland and Scotland, compassing Harry Corry Interiors and Harry Corry Outlet, and we now employ over 700 staff.

We also sell products via www.harrycorry.com for home delivery to customers or for collection from our stores.

To support our business, we also have:

- A head office in Belfast
- A central warehouse and distribution centre in Belfast

All of our operations are situated in the UK and Republic of Ireland.

We have a strong people culture at Harry Corry, with a continuous focus on providing an excellent service to our customers, promoting a positive working environment and optimising employee wellbeing.

Our Company directors have approved this statement and formally review our policies and progress in relation to modern slavery annually.

Business in Numbers



Over 700 employees

100%

of employees hired directly by the company in Financial year to 29/02/24

**56 Stores,
1 Head Office & Warehouse**



**Stores in
ROI, NI & SCO**

**Majority of products
sourced from China**



**Harry
Corry**
INTERIORS

Due Diligence

Modern slavery is a consideration for the whole of our business, from the premises from which we operate to the supply chain for the products we both sell and use.

As a result, our approach to modern slavery encompasses all aspects of the organisation. The directors at Harry Corry are responsible for ensuring that the anti-slavery initiatives introduced are adhered to and effective. The directors are supported by all levels of management who have responsibility during the recruitment and selection processes and communication with suppliers. Suppliers also have a duty to uphold this in their business and the onward supply chain.

Our Supply Chain

We do not manufacture any of our own products. We have two main supply chains; stock products, which are sold in our stores and online, and non-stock products, which are used by the Company.

The majority of our products are sourced from China and the global slavery index data states that China has a 46% vulnerability to modern slavery (Global Slavery Index 2023).

Due Diligence in the Supply Chain

Buyers are trained on the Company standards and policies. All of our suppliers are continuously audited to make sure that the company standards are being met and maintained.

Harry Corry will only engage with Companies who have achieved certain levels of accreditation. All new suppliers are audited before the first order is placed with them; This will involve visiting their production areas and observing the working conditions within the production sites. These factory visits are completed by our in-house buying team. If there are any new factories that do not meet an acceptable standard, orders will not be placed with them.

Current factories are continually monitored, with regular site visits carried out. In addition, we have agents that place orders and visit factories on our behalf and the agents are required to ensure that the same standards are met. Suppliers are required to provide third party supply chain audit. Eg. Iso/sedex/sgs.

All agents and wholesalers who supply Harry Corry Ltd are asked to provide information on their own anti-slavery policy to the company and are supplied with our Modern Slavery statement.

In an event of any suspected failure by a supplier to comply with our company policy, the company will investigate the circumstances of the situation with the supplier. If the supplier is found to be in breach of the anti-slavery policy on the balance of probability, the supplier will be monitored closely, suspended or terminated, if such a breach is not rectified in a timely manner.

Within our own operations

Recruitment

One of the biggest risks in terms of modern slavery is the use of agency workers, as the Company would not have direct control over their recruitment process. Almost 100% of our employees are hired directly by the company without using recruitment agencies.

During the financial year 01/03/23 – 29/02/24 100% of our new employees were directly recruited by our in-house HR Team.

Our two-stage centralised recruitment process means that the majority of interview candidates are met by two members of our HR team as well as a member of their store/office management team before they commence employment.

All employees are required to produce their passport and other documents to prove that they are eligible to work in the territory in which they applied. Where necessary, visa checks are carried out. A secure record of all information is kept and followed up on when renewals are required.

All employees are provided with a clear contract of employment which is compliant with all current employment legislation with regards to factors such as minimum wage, working hours and age.

All employees are free to leave the company with the required notice as set out in their contract of employment.

There is frequent communication between Head Office departments and all our store locations, including 1-to-1 coaching opportunities with Head Office management for our new employees.

Our Modern Slavery policy directs any colleague or worker who suspects that modern slavery is occurring to contact their manager or the HR department at the earliest possible stage.

There are currently internal policies in place that further support this statement and are relevant in preventing modern slavery; The policies are listed as follows:

1) Employee Handbook

All working hours comply with the current legislation, are clear in the employee contract and shall not exceed 48 hours per week. All overtime that is worked is voluntary and each employee will receive at least one day off every seven-day period.

The company takes appropriate steps to ensure working conditions are safe to reduce the chance of accidents or injuries. Employees also receive regular health and safety training.

Any form of harassment, violence, discrimination and victimisation will not be tolerated and will be dealt with as gross misconduct under the company disciplinary procedure.

2) Dignity and Respect Policy and the Employee Interaction and Relationship Guide

Harry Corry Ltd is committed to providing all of its employees with an environment free from bullying/harassment.

All employees are expected to comply with this policy and appropriate disciplinary action, including dismissal for serious offences, will be taken against any employee who violates this policy.

The Employee Interaction and Relationship Guide policy applies to bullying/harassment not only by fellow employees but also by a client, customer or other business contact to which an employee might reasonably expect to come into contact with in the course of their employment.

3) Whistleblowing

At Harry Corry all members of staff have the right to voice their concerns about how their colleagues are treated or any of the business practices. Employees who disclose any misconduct are also protected against punishment and all information is handled in a confidential manner.

Any colleague or worker who suspects that modern slavery is occurring is directed to contact their manager or the HR department in line with our modern slavery policy and our whistleblowing policy.

Employees are provided with contact details for the HR department with their offer of employment letter. They are free to contact the HR department via telephone or email at any time.

4) **Anti-bribery**

At Harry Corry buyers are aware that it is illegal to offer, promise, give, request, agree, receive or accept bribes. There is zero tolerance to bribery.

Training

Modern Slavery training is a part of our induction process for all new employees of the company. Refresher training has recently been carried out with all employees.

We will continue to carry out refresher training every three years, or when any significant changes occur. The requirement for training will be reviewed every year in conjunction with our Modern Slavery statement review. The contents of the training will also be reviewed on a regular basis to ensure we are providing up to date information and advice.

Our Commitment

At Harry Corry we continue to work towards finding ways of ensuring compliance with all current legislation surrounding modern slavery and welcome all feedback from any stakeholders in relation to the company such as employees, suppliers and customers.

This statement marks our commitment to confirm that we will fully assess and adapt our due diligence processes to ensure that modern slavery is not taking place anywhere within our company or the direct supply chain. We also expect our suppliers to have the same approach with their own suppliers.

We continue to fully embrace our people focused culture, taking our best steps towards optimising the wellbeing of all our employees.

In the year ahead:

- All locations will receive posters highlighting Modern Slavery including details of the statutory agencies to contact if they have any concerns in relation to Modern Slavery.
- We will continue to monitor developments in best practise and continue to develop our in-house training in line with any new information and advice.

Board of Directors Approval

Harry Corry Ltd will never knowingly enter into a business relationship with any organisation involved with modern slavery or human trafficking. The senior management of the Company accepts responsibility for the implementation of any policy in relation to this matter and for the provision of adequate resources to ensure that modern slavery is not taking place in the Company or its supply chain.

All directors and senior management in the company are in full support of the policy and procedures set out in this statement.



John Corry
Director



Anne Hill
Director



Willie Corry
Director