

Harry Corry

MODERN SLAVERY STATEMENT

Financial Year 01/03/25-28/02/26

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.

Harry Corry Ltd is required to publish this statement under Section 54(1) of the Modern Slavery Act 2015 because we carry on business in the United Kingdom.

We also operate in the Republic of Ireland and follow the principles set out in Ireland's National Action Plan on Business and Human Rights (2017-2020).

This statement applies to the financial year 01/03/2025 – 28/02/2026 and will be published on the homepage of our company website at www.harrycorry.com in a prominent and accessible location.

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 58 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 54 retail outlets throughout Northern Ireland, Ireland and Scotland, compassing Harry Corry Interiors and Harry Corry Outlet, and we now employ over 650 staff.

We 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 promoting a positive working environment. We prioritise optimising employee wellbeing, learning and development. This has resulted in us having happy, friendly and knowledgeable teams who provide excellent service to our customers.

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

Business in Numbers



Over 650 employees

100%

of employees hired directly by the company in Financial year to 28/02/26

**54 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.

We recognise that the greatest risks of modern slavery in our business are:

- Sourcing products from countries with higher vulnerability scores on the Global Slavery Index
- Recruitment practices involving agency labour (though during the financial year 01/03/25 – 28/02/26 100% of our new employees were directly recruited by our in-house HR Team)
- Lower-tier supply chains where visibility is more limited

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.

We welcome the Home Office's published Transparency in Supply Chains statutory guidance and the support it provides in helping us to continue preventing modern slavery in our own operations and within our supply chains.

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.

We source products from trusted, leading brand suppliers who are required to comply with the principles of our modern slavery statement & demonstrate compliance with applicable laws and regulations. Adherence to our workplace policies and standards is a condition of trade, supported by ongoing supplier audits and visits.

New suppliers are audited before the first order is placed with them to assess working conditions; 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.

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.

During the financial year 01/03/25 – 28/02/26 100% 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 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.

New employees receive 1-1 training with a member of the HR department from their first day as well as an onboarding coaching meeting with a member of the Corry family as a part of the induction process.

Policies

Our policies relevant to the prevention of modern slavery include:

- Modern Slavery Policy
- Employee Handbook
- Dignity at Work Policy
- Whistleblowing Policy
- Anti-Bribery Policy
- Protected Disclosures Policy
- Working Time Policy

1) Modern Slavery Policy

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.

2) Employee Handbook

All working hours comply with the current legislation and any overtime that is worked is voluntary.

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 or victimisation will not be tolerated and will be dealt with as gross misconduct under the company disciplinary procedure.

3) Dignity at Work Policy

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

The Company's commitment applies not only to bullying/harassment 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.

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

New Employees complete our Dignity and Respect at work training with our HR Manager as a part of their induction process. All employees are refreshed on the Company's dignity and respect expectations on a regular basis.

4) 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.

Our stores, warehouse and head office display posters highlighting the external agencies that can be contacted if an employee has a concern in relation to modern slavery.

5) 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.

6) Protected Disclosures

The Protected Disclosures Act 2014 and 2022 aims to promote the disclosure of information relating to wrongdoing in the workplace. On a broader level, it is part of an anti-corruption mechanism and a key ingredient in the promotion of a culture of public accountability and transparency.

The objective of this policy is to encourage 'workers' to make disclosures without fear of any adverse consequences. If an employee has concerns that a wrongdoing is taking place, or that the company may have/ is breaking the law, we encourage employees to raise their concerns as soon as possible. All disclosures will be reviewed and investigated in line with our policy.

The policy aims to:

- Advise employees about protected disclosures, relevant wrongdoings, etc.
- Outline how to report a protected disclosure.
- Outline how a protected disclosure may be processed

7) Working Time Policy

Harry Corry Ltd is committed to ensuring the health, safety and wellbeing of its employees and is committed to promoting good working practices throughout the Company. The company have outlined the responsibilities of Managers and Employees to ensure that the working time regulations are adhered to.

Training

Modern Slavery training is a part of our induction process for all new employees of the company. All employees received refresher training in 2024. Our next refresher training is scheduled for early 2027. In advance of this the contents of the training will be reviewed to ensure we are providing comprehensive, up to date information and advice.

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.

We will continue to emphasise modern slavery awareness and regularly monitor training to ensure our colleagues in buying and logistics roles are fully compliant with this statement.

Performance Measurement

To measure our effectiveness in preventing modern slavery:

- All employees receive our modern slavery training soon after starting with the Company. Our target is 100% of employees trained within their first month of employment.
- We have a target of zero whistleblowing reports. To date zero whistleblowing reports have been made, we are meeting our target. We will fully investigate any reports.
- If the Company was to issue an improvement plan to a current supplier to improve their compliance we would monitor their progress against said plan.

This financial year

Throughout the last year:

- We worked with our buyers and are continuing to work alongside them to develop our guides for working with new suppliers and for monitoring and auditing existing suppliers, strengthening oversight, compliance and risk management across the supply chain.
- We are continuing to monitor the effectiveness of these updated guides and checklists to ensure that modern slavery is not taking place anywhere in our operations or direct supply chain.
- We continued to review best practice developments. Through this work, we collected valuable insights specific to our business, which will be incorporated to enhance training, strengthen governance, and further embed best practice across the supply chain.

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 safety and wellbeing of all our employees.

In the year ahead, we will;

- Continue with the development of 3rd party audits to strengthen standards, promote best practice and mitigate the risk of modern slavery.
- Continue with supplier engagement and the development of resource packs with policy updates and guidance.
- Continue to enhance our in-house training for our stores and head office.
- Continue to review our buying practices to identify potential improvements that promote and uphold high human rights standards within the supply chain.
- Continue to enhance audits to ensure that working hours are compliant with working time regulations and overtime is not excessive.

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.

Approved by the Board of Directors on 26th August 2026.

John Corry
Director

Anne Hill
Director

Willie Corry
Director