

## Modern Slavery Statement for Financial Year 2016/17

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that McColl's 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. We are committed to acting ethically and with integrity and transparency in all business dealings.

### Our business

McColl's Retail Group is a leading neighbourhood retailer in the independent managed sector, operating 1,375 convenience stores and newsagents. We operate 1,001 McColl's branded UK convenience stores as well as 374 newsagents branded Martin's, except in Scotland where we operate under our heritage brand, RS McColl. We have more than doubled our number of convenience stores over the last eight years. We are focused on evolving our estate, which is predominantly centred around neighbourhood and village locations, to focus on the convenience format.

### Our policies

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

- Anti-slavery policy. This policy sets out the organisation's stance on modern slavery which encompasses slavery, servitude, forced and compulsory labour and human trafficking. The policy explains how employees can identify any instances of this and where they can go for help
- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can anonymously raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals

### Our suppliers

McColl's operates with a small number of preferred suppliers. We undertake due diligence on our preferred suppliers, to ensure that particular organisation to ensure that they have not been convicted of offences relating to modern slavery. Our policy on anti-slavery is reflected in any new contract with a supplier and they are required to confirm that no part of their business operations contradicts this policy.

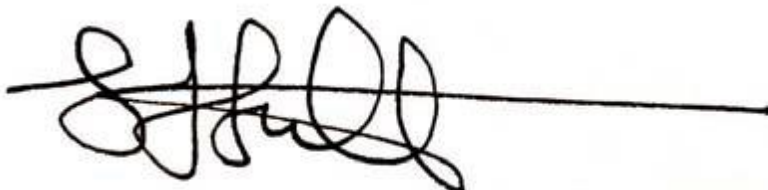
When considering contracting with a new supplier, we expect:

- They have taken steps to assess, prevent and if necessary eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- Them to pay their employees at least the National Minimum Wage/National Living Wage (as appropriate)

We undertake due diligence on our preferred suppliers to ensure that they have not been convicted of offences relating to modern slavery.

### Approval for this statement

This statement was approved by the Board of Directors on 23 February 2017.

A handwritten signature in black ink, appearing to be 'S. Fuller', written over a horizontal line.

**Simon Fuller**  
Chief Financial Officer