



bookspeed

## **Bookspeed Anti-Slavery Policy**

Bookspeed considers slavery and human trafficking to be a major problem in current global trading. Although we are not required to publish a statement under the Human Trafficking and Exploitation (Scotland) Act 2015, the Board and Senior Management of the company wish to do so to fulfil what it considers to be a moral and ethical duty along with other employment, financial and environmental responsibilities.

Bookspeed guarantees there is no slavery or human trafficking in its own commercial operation over its two warehouse and office sites in Edinburgh, Scotland. Additionally, its Ethical Policy in relation to its supply chain clearly states that there should be no slavery or exploitation involved at any stage of supply of goods or services to the company.

Bookspeed recruits and directly employs all the staff who perform regular duties for the business, meaning we have direct access and control of all employment statuses and conditions. No labour outsourcing is used, which helps to ensure transparency and the robustness of our employee's conditions and welfare. A review of the issues surrounding modern slavery and human trafficking revealed that the company is at zero risk from direct involvement and our trading relationships with reputable, established publishers reveal a similarly low risk of any slavery or use of trafficked labour in our supply chain.

Bookspeed's senior team acknowledges that a more robust, documented approach to ensuring a supply chain free from slavery needs to be enacted and plans to do so in 2021 with a committee established of one Board Member, Publisher Relationship Manager and Operations Director to investigate the feasibility of contractual agreements to ensure there is no slave or forced labour used in supply to us.

June 2020