

## **Bookspeed's Anti-Slavery Policy**

### **Our Commitment**

Bookspeed is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any sort of business relationship with Bookspeed.

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.

### **Internal Company Practice**

We have an internal Slavery and Human Trafficking Policy which applies to employees, workers and contractors, as we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

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 employees' conditions and welfare.

### **Checking for Anti-Slavery practice in Bookspeed's Supply Chain**

Bookspeed has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. Our supply chain providers are always with a UK provider and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

A review in 2020 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. As book wholesalers we are only able to source our products directly from the originating publisher. UK publishing is dominated by a group of long-established companies who each provide A-S policies and demonstrate. An example of one of our suppliers' statements may be found by following this link: <https://www.penguin.co.uk/company/about-us.html>

Over 80% of the books we list and provide to our own customers are sourced from the large UK publishing houses. Our Publisher Relations Manager, raises issues of Ethical practice, both Anti-Slavery and Environmental, in his regular reviews of our trading relationships.

Bookspeed uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- use of labour monitoring, right to work documentation and payroll audits;
- we maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectation; and
- we regularly review supply chain policies, codes of conduct and our working practices to show commitment.

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 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.

### **Training**

[www.bookspeed.com](http://www.bookspeed.com) E: [sales@bookspeed.com](mailto:sales@bookspeed.com) T: 0131 467 8100

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

There is a Bookspeed induction where our policies, procedures and expectations are outlined.

**Reporting suspicions of slavery**

You can report any suspicions of slavery to the Modern Slavery Helpline. Details are set out below:

<https://www.modernslaveryhelpline.org/>

08000 121 700.

*June 2020, updated March 2025*