

Golden Charter Limited Slavery and human trafficking statement 2020/21

1. Golden Charter Limited (“Golden Charter”) is a leading provider of pre-paid funeral plans in the United Kingdom.
2. We engage with a number of private sector businesses and organisations as product and service providers, sub-contractors and introducers in pursuit of our business activities. Our activities are undertaken at arms-length and take place almost exclusively in the United Kingdom.

Supply chain policy

3. Our procurement activities take place in the United Kingdom and our contractors and suppliers are almost exclusively UK based.
4. We expect companies we engage with to ensure their goods, materials and labour-related supply chains:
 - Fully comply with the Modern Slavery Act 2015; and are
 - Transparent, accountable and auditable; and are
 - Free from ethical ambiguities.
5. Individuals with evidence of non-compliance with the Modern Slavery Act in connection with our supply chains will be encouraged to follow the reporting procedures outlined within our Whistleblowing Policy which applies to all those who work for us; whether full-time, part-time, employed through an agency or contractor, or use any appropriate internal reporting mechanisms.

Steps taken by us since 31 March 2020

(A) Management responsibility and general awareness

We have:

- Agreed continued management responsibility for this policy and statement and received unanimous endorsement from our Management Team and our Board.
- Continued to raise awareness among organisations we contract with.

(B) Risk Assessment

We have:

- Concluded that there are no parts of our business where there is a significant risk of slavery and human trafficking taking place.
- Included the Modern Slavery Act 2015 within our compliance operational risk register to ensure any risk is flagged, assessed and appropriately addressed.

(C) Risk mitigation

We have:

- Clauses in our contracts with sellers and suppliers to ensure compliance with legislation and the ability to terminate in the event of non-compliance.

We continue:

- Not to contract with any organisation convicted of an offence under the Modern Slavery Act 2015.
- To use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we are using before accepting workers from that agency.

Steps to take

(A) Management responsibility and general awareness

We will:

- Raise awareness of this published statement by notifying organisations with which we regularly engage.

(B) Risk assessment

We will:

- Continue to review this policy against our activities to establish whether the approach we have taken follows emerging best practice by:
- Assessing and interpreting any recent or emerging case law and best practice;
- Re-evaluating the risk of non-compliance as part of our cyclical Compliance Risk Register assessment.

(C) Risk mitigation

We will:

- Act promptly where a compliance breach has been identified or flagged.
- Continue to feedback lessons learned into the compliance risk management process.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Golden Charter's slavery and human trafficking statement for the financial year ending 31 March 2021.



Suzanne Grahame, CEO Golden Charter Limited August 2021