

The Steinhoff UK Group ("Steinhoff") is a major retailer and manufacturer within the UK.

Steinhoff recognises the responsibility it has, along with its suppliers, to operate in an ethical manner. As part of this responsibility, we acknowledge the requirements of the Modern Slavery Act 2015. Therefore, Steinhoff is working to ensure that there is sufficient transparency both within the organisation itself, and within its supplier base.

In relation to its suppliers, Steinhoff has updated the Service Level Agreements ("SLA") that it has with its major suppliers in order to include a reference requiring compliance with the Modern Slavery Act 2015. The update to the SLA also includes a request that our suppliers comply with Steinhoff's Code of Conduct and that they complete a self-assessment questionnaire in relation to this area. Our supplier appraisal process has been updated to take into account what commitment and actions our suppliers are taking to comply with the Modern Slavery Act 2015.

The self-assessment questionnaire itself is under review to ensure continuous fitness for purpose and has been made available to suppliers via our sourcing web portal known as Minima.

Steinhoff recognises its own staff have an important part to play and we have developed an awareness programme for all relevant employees to ensure they understand the risks of slavery and human trafficking occurring in our supply chains and what actions to take if discovered. We are developing a basic awareness of our values by including reference to our policy in our new starter induction training.

Steinhoff wants its customers to be confident that both Steinhoff and its business partners treat their employees fairly, with respect for their human rights.

Steinhoff will not work with any organisations that either has or is found to knowingly involved with either human trafficking or modern slavery. In the event we suspect a failure by a supplier to comply with our Modern Slavery Policy or SLA we will investigate and require, where appropriate immediate corrective action which may include if appropriate terminating the supplier relationship.

This statement made under the Modern Slavery Act 2015 statement has been approved by the Steinhoff UK Group's Board of Directors and will be reviewed annually.

Signed: 

(on behalf of the Board of Steinhoff UK Holdings Ltd)

Date: 4 FEBRUARY 2019.