

Modern Slavery & Human Trafficking Statement.

2024-2025

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Introduction.

Since the inception of the Modern Slavery Act 2015 ('the Act') Currys plc has been fully supportive of preventing modern slavery in businesses and supply chains around the world. Modern slavery, including forced labour, child labour, bonded labour and human trafficking, represents some of the most severe human rights abuses.

Tackling these abhorrent abuses requires raised awareness and we are committed to collaborating with our colleagues and our communities, to drive good practice and transparency. As a business trading across the United Kingdom & Ireland and the Nordics, with colleagues in Hong Kong and outsourced operations in India and South Africa, as well as a global supply chain, we recognise our exposure to the risks of modern slavery. We mitigate against these risks and know we can make a difference by taking positive action.

This is our tenth statement on modern slavery and human trafficking and covers the financial year ending 3 May 2025.

Our Approach.

We implement the [OECD's six-step model](#) for conducting due diligence in responsible business practices. This framework guides our efforts toward cultivating a responsible and sustainable supply chain, ensuring transparency and ethical conduct at every level. We are open and honest about challenges in the supply chain and the risk of negative impacts for people, society, and the environment. We are committed to addressing these challenges in collaboration with our stakeholders.

Continuously assessing risk within our business and supply chain is a priority and enables us to adapt quickly to its dynamic nature and evolving challenges. We identify areas with potential exposure to modern slavery and pro-actively allocate resources to mitigate these risks. We have always advocated for collaboration, sharing best practices and experience with stakeholders who share the goal of preventing modern slavery. Our focus has been on tier 1 suppliers (our direct supply base including our outsourcing partners) where we have the most influence and can achieve more immediate impact, however we continue to learn more about risks across our full value chain and using our scale and experience, work with our suppliers to address risks in our second tier. We expect the robust standards we set on supplier auditing and rigorous supply chain due diligence processes to be upheld at all times and will cease trading with a supplier or follow colleague disciplinary processes if these are breached. This year we have continued to learn more about risk across our full value chain and where appropriate work with our suppliers to identify and address these in our second tier, this is detailed in the Risk Assessment section below.

Our vision, to help everyone enjoy amazing technology, has a powerful social purpose at its heart. We are committed to operating a responsible business and continue to work with suppliers to help reduce the risk of forced labour and exploitation in the products and services we buy and sell, aiming to give greater assurance to our colleagues, customers and shareholders.

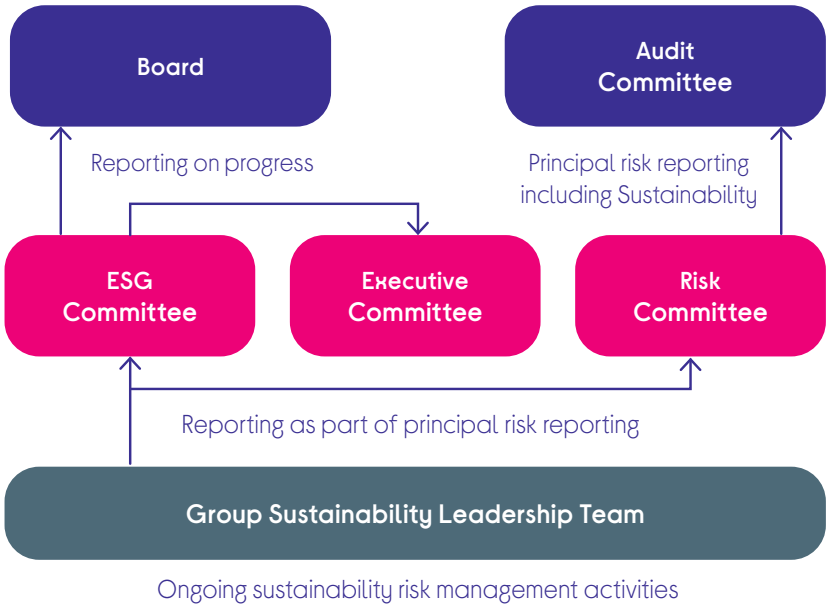


"As a responsible business we're committed to using our scale and skill to be a force for good in the world. There is no place for forced labour or exploitation in any of our operations and communities, and we will continue to do right by our colleagues, customers, and shareholders."

Alex Baldock
Group Chief Executive, Currys

Governance.

Responsible sourcing is central to our work to prevent modern slavery and is a regular agenda item for our Board ESG Committee, comprised of three non-executive directors of the board and of our Group Sustainability Leadership Team (GSLT), chaired by our Chief People, Communications and Sustainability Officer. The Group Chief Executive holds ultimate responsibility for overseeing the agenda and actions related to responsible sourcing, ensuring accountability and strategic direction in eliminating modern slavery risks. The Board ESG Committee meets four times a year and the GSLT maintains engagement with senior leadership throughout the year. Alerts raised during supplier background checks and the review of any new vendor applications that have been flagged as a potential risk falls under our Board Risk Committee.



Beyond modern slavery and human trafficking, responsible sourcing at Currys includes workers’ rights, the environment (which includes topics such as the reduction of plastic packaging and energy consumption), supplier capacity building, anti-corruption, and social impact. Through our partnerships – including with EcoVadis – we have increasing oversight across a wide range of issues. The EcoVadis assessment focuses on 21 sustainability criteria, grouped into four themes, one of which is labour and human rights, and measures companies based on international standards including the [Ten Principles of the UN Global Compact](#), the [International Labour Organization \(ILO\) conventions](#), the [Global Reporting Initiative \(GRI\) standards](#), the [ISO 26000 standard](#), the [CERES Roadmap](#), and the [UN Guiding Principles on Business and Human Rights](#).

In this subject area, the focus of our Responsible Sourcing team is on supplier monitoring, internal/external stakeholder engagement, utilising tools such as EcoVadis and the Responsible Business Alliance’s (RBA) online supply chain and corporate social responsibility management platform, working with organisations such as the [Slave-Free Alliance](#) (SFA), and the [British Retail Consortium](#) (BRC), and monitoring changes to legislation or sanctions in the territories where we and our tier 1 suppliers operate.

Key achievements in 2024-2025.

- ✓ EcoVadis ratings available for over 95% of order value with our own label and licensed brand suppliers.
- ✓ Reviewed and republished our Anti-Modern Slavery & Human Trafficking Policy, Child Labour Re-mediation & Young Worker Policy and Conflict Minerals Policy.
- ✓ Shared our Conflict Minerals Guidance with all our own label suppliers alongside a questionnaire to develop our understanding of their maturity on the topic.
- ✓ Completed a modern slavery threat and worker’s rights assessment of all our security and cleaning providers in the UK and Ireland.
- ✓ Helped one additional survivor of modern slavery find safe, stable work at Currys through our partnership with Bright Future.

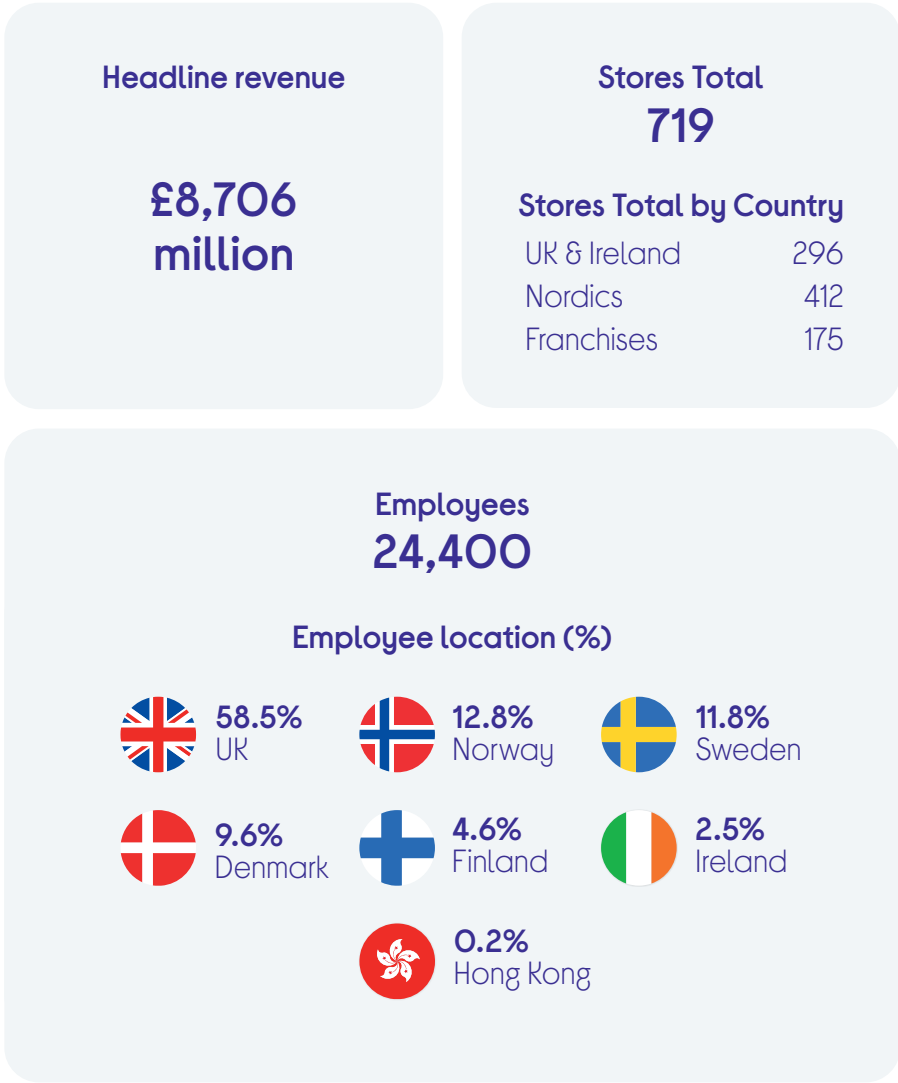
Structure of the business.

We are one of Europe’s leading omni-channel retailers of technology products and services. We provide a complete solution offering a comprehensive range of consumer electronics, mobile phones, domestic appliances, connectivity, and expert after-sales services, selling both direct to consumers and to businesses. We are the market leader in each country we operate in, trading as **Currys** in the UK and Ireland and in the Nordics under the **Elkjøp** and **El Giganten** brands, full details of which can be found on our [corporate website](#). Both UK & Ireland and Nordics businesses are supported by their own head office, distribution network and repair facilities, with each procuring goods for resale (i.e. products and services to be sold in our stores and online) and goods not for resale (i.e. service provision such as security and cleaning, construction services and IT infrastructure and services). The Group’s operations are supported by a sourcing office in Hong Kong.

Own label and licensed brand suppliers.

Our own label and licensed brand operation, based in Hong Kong, sources products across many categories including domestic appliances, consumer electronics and tech accessories. We work with over 70 suppliers, sourcing from approximately 110 factories in China (>100) and Turkey (<10). Auditing and risk assessments are integral to our supplier selection process and their ongoing relationships with us, and we have been carrying out this work for many years. We have taken advantage of this wealth of experience to understand our wider business and supply chain, and when creating our support functions, including the Responsible Sourcing team based in the UK.

Our Business.



Structure of the supply chain.

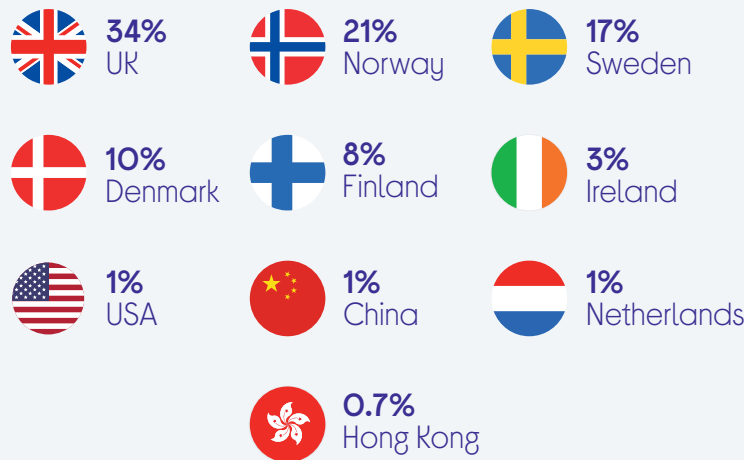
We source from over 6,400 tier 1 suppliers.

UK & Ireland Goods for resale (inc. own label)	UK & Ireland Goods not for resale	Nordics Goods for resale (inc. own label)	Nordics Goods not for resale
409	974	263	4,807

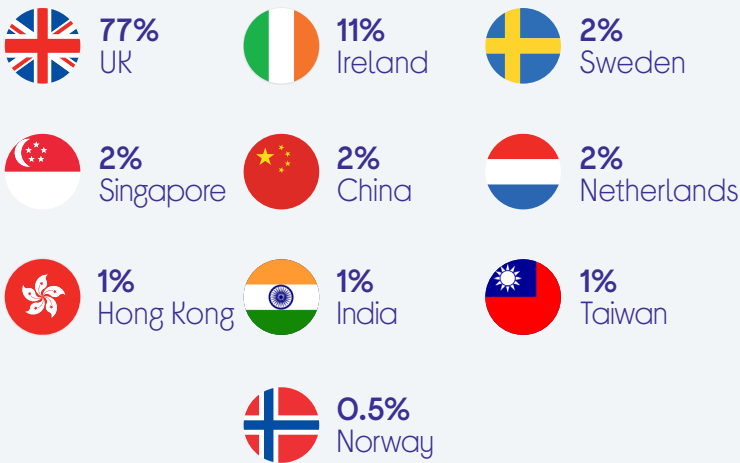
10% of our suppliers are for products or services that are sold to our customers (goods for resale). These include a wide range of domestic appliances, consumer electronics, mobile phones and tech accessories and account for 79% of Group spend.

90% of suppliers provide us with goods or services not intended for consumers (goods not for resale). These are sourced by our Procurement teams and cover categories such as logistics, property management, professional services, IT and shop-fitting. They account for 21% of Group spend.

Our suppliers’ businesses are registered in 37 countries, with 98% of them in the 10 countries below



99% of our Group spend is with suppliers whose businesses are registered in the 10 countries below



Policies in relation to modern slavery & human trafficking.

Our [Standards for Responsible Sourcing](#), which reference our [Anti-Modern Slavery & Human Trafficking Policy](#), form an integral part of our supplier agreements. These standards set the minimum requirements we believe necessary to prevent modern slavery, uphold human rights, and ensure ethical business practices. As members of the RBA, we are committed to their [Code of Conduct](#) and our Standards align with the latest version of the Code which covers forced labour, child labour and young workers, working hours and collective bargaining. The Standards were shared with suppliers in 2024, requiring them to comply and to share with their first-tier suppliers (our second tier) helping the Standards extend across the supply chain. The goal of the Standards is for continuous improvement, and we seek to work with suppliers to improve their position rather than excluding them. However, if necessary, we will de-list a supplier or terminate a contract in response to a related non-compliance. This year no suppliers were de-listed for such reasons.

This year we reviewed and updated our [Conflict Minerals Policy](#), [Child Labour Re-mediation & Young Worker Policy](#) and Anti-Modern Slavery & Human Trafficking Policy in consultation with the Slave-Free Alliance, Currys Responsible Sourcing, the ESG and Legal teams. They were reviewed by our the GSLT and approved by ESG Committee and apply to all colleagues and suppliers. The three policies are derived from, and aligned with, international standards including the International Labour Organisation Fundamental Conventions, the United Nations Guiding Principles on Business and Human Rights, UK Modern Slavery Act 2015, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from

Conflict-Affected and High-Risk Areas and the RBA Code of Conduct. We have strengthened each of the policies by better defining key terms, clearly setting out the due diligence expected of suppliers and providing details of our anonymous whistle blowing channels. Other key amendments made to each of the policies are set out below.

Anti-Modern Slavery and Human Trafficking Policy.

- Updated policy name and expanded scope to include human trafficking.
- Referenced our Modern Slavery Escalation Process
- Included expectations of colleagues and suppliers in one policy, removing the need for internal/external versions
- Stated the principles by which Currys will act in any cases of re-mediation
- Specified that suppliers must ensure freedom of movement for workers, and that work must be voluntary and terminable.

Conflict Minerals Policy.

- Included requirement for suppliers to publish a conflict minerals policy.
- Specified that suppliers must inform us if they suspect a high risk of or confirmed cases of conflict minerals entering the supply chain.

Child Labour and Young Worker Re-mediation Policy.

- Expanded scope to include protections for young workers against hazardous working conditions, overtime and night shifts.
- Specified that suppliers must have due diligence in place to ensure third-party contractors do not use child labour.
- Detailed key features of a re-mediation plan for a child discovered in the supply chain including:
 - Providing the opportunity for the child to re-enter education.
 - Access to counselling.
 - Financial support to the family.
 - Follow up review of recruitment processes to prevent other children from entering the workforce.

We recognise the impact of standards and policies is through compliance as well as colleague and supplier awareness. The updated policies were translated and shared with all our tier 1 own label and licensed brand suppliers, they are also available on our corporate website, intranet sites and referenced in our training materials.

We have a range of policies and processes in place to ensure we are acting responsibly within our own business operations; some apply across the Group and others are specific to either the UK & Ireland or the Nordics. The policies are available to colleagues via our intranet sites and ensure our colleagues have the right to work for us, are safe and respected at work and have the means to raise any concerns confidentially. These policies and how they work to reduce the potential for modern slavery and exploitation occurring in our business include:

- **Whistleblowing policy.** Ensures our colleagues, suppliers, contractors and third parties can report concerns relating to modern slavery and labour rights in line with this policy, and anonymously if preferred.
- **Grievance policy.** Provides a route for colleagues to raise grievances confidentially.
- **Code of Conduct policy.** Sets out our expectations and values of all our colleagues, including acting with integrity, due skill, care and diligence.
- **Recruitment & Selection policy.** Provides assurance that the identity of our workforce is verified.
- **Right to Work policy.** Provides assurances that only those with the right to work are employed by the Currys Group.
- **Young Workers & Work Experience policy.** Sets out certain protections and support to ensure that young persons are treated fairly in the workplace.
- **Equality, Inclusion & Diversity: Dignity at Work policy.** Tackles discrimination and helps to ensure colleagues feel valued and respected.
- **Responsible Sourcing policy.** Sets out our commitment and process to ensure our goods and services are not derived from forced labour.

- **Modern Slavery Escalation Process.** Ensures we are prepared and able to respond if a modern slavery concern is identified in our business or supply chain. It details steps from raising a concern through to re-mediation while providing a victim-centred approach to prioritise their safety.

All policies are reviewed and updated at regular intervals to ensure they are fit for purpose and in line with internationally recognised guidance.

This year we also updated our Modern Slavery Escalation Process and created a document alongside this which provides details of supporting organisations who can assist in instances of modern slavery based in the locations where we and our major suppliers operate. This will be reviewed regularly together with the SFA to ensure the services and details are kept up to date. .

In 2025/26 the SFA will complete a gap analysis on our business (detailed below), as well as speaking to stakeholders across the business, a document review will be carried out on policies including our Employee Code of Conduct, Recruitment Policy, Vendor due diligence policy and Whistle blowing Policy, and we will take on-board any recommendation made to strengthen these.

Progress against our areas of focus in 2024-2025.

2024-25 area of focus	Status	Steps we've taken this year
Review and republish our Modern Slavery, Conflict Minerals and Child Labour Re-mediation policies	Complete	Policies updated and published on our intranet and our corporate website. Translated versions were shared with all our own label suppliers
Translate important colleague communications such as whistle blowing posters and policies into more languages at Elkjøp's Nordic Distribution Centre	Ongoing	Progress on this initiative has been delayed following the departure of the project lead. We are committed to implementing this in the coming year. I think worthwhile rephrasing this for the public domain

Our key areas of focus in 2024-2025.

- ✓ Complete document review, as part of an SFA gap analysis.
- ✓ Continue to monitor and benchmark our ethical policies to ensure they remain fit for purpose.

Due diligence process.

Key activities during 2024-2025.

EcoVadis assessments of Group suppliers. EcoVadis’ sustainability ratings platform enables us to go beyond our own supplier database and risk assessment, helping us to measure and improve supplier ESG performance. Our ongoing partnership with EcoVadis adds to our existing audit programme, compliance checks and workers’ rights questionnaire. The platform allows us to gain a comprehensive, third-party verified insight into the practices of our suppliers, ensuring evidence-based evaluations that promote alignment with our ethical standards and commitment to tackling modern slavery. Through their supplier assessments, supplier policies and processes are externally verified rather than relying on self-assessment. The EcoVadis assessment covers topics including employee health and safety, working conditions, diversity, human rights, child labour and social dialogue. Enhanced data is empowering us to target resources towards areas of higher risk, and to drive continuous improvement and sustainability impact. Once a supplier’s scorecard is published we request any required improvements by using the corrective action plan feature of the EcoVadis platform.

We have requested suppliers join EcoVadis by targeting those we have greatest spend with, and now with the use of EcoVadis IQ+ we have a more focused approach as we can identify those suppliers where, although share of business is small, the risks (including human rights and modern slavery risks) associated with their country of operation and/or sector, combined with their share of our business mean a full EcoVadis assessment is appropriate.

In addition to securing EcoVadis ratings for over 95% of our order value with own label and licensed brand suppliers, we are pleased to have 64% of Group spend covered by an EcoVadis rating. . Our Responsible Sourcing team shares internal progress reports monthly and regularly reviews suppliers not on the platform with UK & Ireland and Nordic commercial and procurement teams to identify, invite and then encourage suppliers to complete their assessments throughout the year. In 2024/25 the average score of all our suppliers on EcoVadis under the labour & human rights theme was 62 out of a possible 100, a 2-point increase on last year. We are pleased to report that this puts us 11 points ahead of the average labour and human rights score for all companies rated on EcoVadis and 6 points ahead of the average for the retail industry.

UK & Ireland Goods for resale	UK & Ireland Goods not for resale	Nordics Goods for resale	Nordics Goods not for resale
63%	73%	58%	33%

Table showing the percentage of spend covered by an EcoVadis (64% for the Group) split out by business unit.

Audit programme for own label and licensed brand suppliers.

We remain confident that our audit criteria for own label and licensed brand suppliers reflect the risks to our business, suppliers, and their employees. All own label and licensed brand suppliers are audited prior to selection and then on an ongoing basis, with the frequency of audits set between six months and three years depending on previous performance and other risk criteria. Our audits are arranged in advance and include assessments for child labour and young

workers, working hours, wages and deductions, overtime, working conditions, health and safety, freedom of movement and association, discrimination, and disciplinary practices. We engage directly with suppliers on non-conformities, ensuring issues are resolved to our satisfaction. In all cases we request a corrective action plan and work closely with the supplier to ensure non-conformances are remedied within an agreed time frame. An audit gives a RED result if a supplier fails to meet satisfactory levels in relation to social and ethical standards. After engaging with them on remedial action, if it is not possible for the supplier to improve their performance or we do not see positive results, they will not be approved or will be de-listed.

This year we completed 48 audits. This is fewer than the 68 audits in 2023/24 as we use risk-based scoring on suppliers to determine a one, two or three year audit frequency. Where any issues were found, we worked closely with the suppliers to address non-conformance and ensured all were resolved to our satisfaction (detailed further in the KPIs & Effectiveness section below).

In addition, our Nordic Risk & Compliance team conducted inspections at three own label brand factories in Guangzhou, China. The inspections focused on social criteria and highlighted both best practices and areas for improvement. Notable best practices were found relating to training, whistle blowing channels and fire safety while some improvements relating to health and safety were recommended. The Nordic Risk & Compliance team, along with colleagues from Currys Sourcing Hong Kong team, engaged in dialogue with factory management regarding the suggested improvements.

Threat assessment of our security and cleaning providers. As part of our membership of the Slave-Free Alliance (a best practice scheme that is run by [Hope for Justice](#), a leading global modern slavery charity) we completed a review of all cleaning and security providers for our sites across the UK and Ireland. We identified seven suppliers who send personnel to our sites. One large security and one large cleaning provider cover the majority of our stores and Customer Support Centres (CSCs) nationally, and five smaller suppliers who support a handful of sites. All suppliers participated in our worker’s rights survey with responses scored to indicate level of risk. We followed up with all five of the smaller suppliers to address any concerns in their responses. One of these suppliers scored a high-risk rating and it was decided to cease working with them. The two largest providers were invited to take part in a virtual assessment. No serious threats were identified but recommendations included: to enhance duplicate record check processes which help flag if multiple employees are living at the same address or have the same bank account, to establish a modern slavery escalation procedure, and to strengthen the labour provider compliance. Guidance to support each of the recommendations was provided.

Identifying trends/recurrences. The issue we most commonly find remains the occurrence of excessive working hours in countries such as China. We consider how our working practices may impact and encourage these additional hours and provide training to buyers and commercial colleagues around the business to mitigate this risk. We also work to address the issue with our suppliers directly. We have set own label and licensed brand suppliers a target for continuous improvement which is consistent with the RBA’s Validated Audit Programme, reviewing corrective action plans and re-auditing as necessary. Whilst this remains an area with more work to be done, we are pleased with the improvements our suppliers continue to make. Since we started to engage with our suppliers on this topic,

the maximum hours worked across all factories has been reduced by 27%, a 7% improvement on last year. We continue to drive sustainable reductions with the long-term aim of supporting suppliers to make meaningful changes for their workforce.

We are committed to upholding human rights across our operations and in our supply chain and continuously monitor incoming regulations such as the EU Corporate Sustainability Due Diligence Directive (CSDDD). To ensure we meet the new requirements we are reviewing and strengthening our approach to human rights due diligence accordingly.


“Slave-Free Alliance’s review of our cleaning and security providers has helped strengthen our existing due diligence processes. It’s been reassuring to know we’re partnering with companies that are open to collaboration and have robust systems in place to identify and mitigate modern slavery risks. We’re proud to share SFA’s expertise with our suppliers, fostering continuous learning and improvement together.”

– from **Ryan Sambridge, Head of Procurement.**

Progress against our areas of focus in 2024-2025.

2024-25 area of focus	Status	Steps we’ve taken this year
Continue inviting suppliers to join the EcoVadis platform. Our target is to increase spend coverage to 65% (including an 80% target for Own Label and Licensed Brand) for suppliers to have a full and valid EcoVadis assessment	Ongoing	Increased spend covered by an EcoVadis rating by 5% to 64% and achieved 95% coverage for Own Label & Licensed Brand suppliers
Continue using the data provided by the EcoVadis IQ+ platform to target high risk suppliers for a full EcoVadis assessment	Ongoing	Over 60 suppliers shared their EcoVadis scorecard with us or completed an assessment upon our request
Drive further reductions in working hours for own label and licensed brand suppliers and continue to monitor our purchasing impacts	Ongoing	11 factories provided a corrective plan to reduce working hours and we monitored progress via a follow up audit
Review and identify any enhancements to our human rights due diligence processes to ensure ongoing compliance with EU CSDDD	Ongoing	Completed a double materiality assessment to identify potential risks, opportunities and impacts, continued to align our policies with best practice (such as RBA Code) and remained up to date on the latest developments via the RBA and TechUK

Our key areas of focus in 2025-2026.

-  Continue inviting suppliers to join the EcoVadis platform. Our target is to increase spend coverage to 65% for suppliers to have a full and valid EcoVadis assessment Work with own label and licensed brand suppliers to increase average EcoVadis score from 38 to 45.

Risk assessment.

Risk exposure is ever evolving, and our business and supply chain assessments adapt accordingly. We gather intelligence about emerging risks through our industry collaborations and target our efforts where they can make the most impact.

We assess all tier 1 suppliers based on their country of registration (using the [Global Slavery Index](#) risk rating) and type of business and then ask targeted worker's rights focused questions to the suppliers identified as higher risk, ensuring our resources are focused on the countries, products/materials, and industries where slavery is more prevalent. We have further developed our risk assessment strategy by introducing the EcoVadis IQ+ risk platform as detailed above. For our own label and licensed brand factories we make use of the RBA's Risk Assessment Platform which includes indicators for forced and child labour to map risk.

In 2022, the SFA collaborated with our Group Responsible Sourcing Manager to review our UK&I business' governance, policies and procedures, due diligence, and training relating to modern slavery. Overall, the report found that we have a 'strong commitment to address modern slavery', 'a solid set of policies', and 'a reasonable, proportional, and collaborative approach to risk assessments', as well as 'good training provision'. It was also noted that our recruitment and employee selection frameworks 'provide significant protection against the likelihood of criminals attempting to recruit victims of slavery into the organisation'. In 2025/26 we will repeat this exercise with a focus on our due diligence, supply chain risks and effectiveness of our efforts to prevent forced labour occurring. The SFA will speak to colleagues from around the business across legal, the people team, risk, procurement, supplier management and responsible sourcing.

Whilst confident we are taking proportional measures to prevent modern slavery. There will always be more we can do to improve. We continue to work closely with the SFA to assess risks in our business. In previous years we have done this for our recruitment providers, waste and recycling partners, at our Nordic Distribution Centre- and most recently we completed an assessment of security and cleaning across our UK and Ireland store network.

Below we have identified some areas of our business and supply chain identified as higher risk.

Human rights concerns in our supply chain. The ongoing risk to workers' conditions is an area of concern and continued monitoring for our business. We recognise the potential for employee rights violations in our own brand factories in China and Turkey predominantly, in our first tier. Some of the steps we take to mitigate these risks are as follows.

- ✓ We engage with organisations such as the RBA, BRC and TechUK on the topic to gain expertise and discuss experiences with other members as this continues to be challenging for many businesses.
- ✓ When applicable sanctions lists are released or updated, we contact our relevant suppliers for confirmation that they are not providing Currys with goods or parts that come from any entities named.

- ✓ All tier 1 suppliers are risk assessed and our own label and licensed brands are audited before being contracted and then throughout the trading relationship by both our in-house and specialist independent auditors.

Where issues are identified, we work with a supplier to help improve their working practices. If the issues aren't resolved within the agreed upon time frame, we cease trading with the supplier.

Goods not for resale suppliers. We understand that some of the goods and services we procure (including cleaning and security, waste management and recycling, construction, spare parts and repairs, logistics and recruitment agencies) are at greater risk of modern slavery and labour exploitation. These higher risk industries are subject to our worker's rights survey at on-boarding and we use our collaboration with the SFA to more thoroughly assess these suppliers at regular intervals. For example, we have previously reviewed our recruitment provider contracts in the UK to be assured that no subcontracting was taking place. Temporary labour contracts prohibit the use of subcontracting and we also contacted our recruitment providers to ask directly and restated our expectations. In 2023/24 we conducted a similar exercise at our Nordic Distribution Centre and their recruitment providers and were pleased with the strength of controls in place. Next year we will refresh this work for our UK and Ireland business, to include any new recruitment providers that have come on-board and reinforce our requirements with existing providers.

In recent years, and as a result of the work we conducted with the SFA we have managed to reduce the risk rating for our waste and recycling tier 1 and 2 supply chain as we have gained a far better understanding of their systems, policies and working practices. Whilst this has meant we have greater confidence in our suppliers in this area, we continue to work with the SFA to identify potential risk areas, assess risk and adopt best practice recommendations.

High working hours in China. High working hours continues to be an area of risk for our supply chain in China. We have made ongoing efforts to improve our audit questioning to advance data sources and we have also contacted own label and licensed brand suppliers based in China to stress our concerns and focus on collaborating with them to reduce excessive working hours. Since 2019/20 we have set suppliers targets for continuous improvement and reviewed corrective action plans, re-auditing where needed.

Raw materials and conflict minerals. Our product supply chains are global and complex, with numerous tiers between us and raw material suppliers. We have identified high risk materials where we need to focus efforts to get back to source. In particular, we are concerned with the human rights abuses and funding of armed conflict associated with the mining of tantalum, tin, tungsten and gold in regions like the DRC. We continue our efforts through our membership of the RBA, making use of the Material Insights Platform (developed by the Responsible Minerals Initiative (RMI) & TDi Sustainability) to better understand the mineral risks associated with our industry. We make use of their component profiles for batteries and printed circuit boards, giving us greater insight into the supply chain stages, composition and ESG issues of these technologies. This year we shared our updated conflict minerals policy with all our own label suppliers and asked them to complete a survey to help build our understanding of their sourcing practices for high-risk minerals. We have also observed that

the majority of our top 20 goods for resale suppliers for both the UK & Ireland and the Nordics comply with the RMI guidelines. As such, we are confident that leading electronics suppliers are committed to responsible mineral sourcing with these companies enforcing strict standards and requiring sub-suppliers to undergo third-party audits.

Elkj p’s own brand kitchen line (Epoq) relies heavily on stone and wood. We understand the risk of human rights violations and labour rights in the timber industry and therefore request FSC-certified timber from our suppliers. We recognise however that certification schemes do not necessarily guarantee that adverse human rights impacts are not occurring and so we also collaborate with suppliers and factories on this issue. Moreover, certain types of stone produced in African countries and in India have also been linked to human rights violations. To mitigate this risk, we do not source stone from these regions.

Countries of higher risk. As a multinational business with a global supply chain, working with suppliers in areas of risk, we keep abreast of emerging issues through collaboration with the RBA and other organisations as well as identifying countries, companies and individuals flagged by the Global Slavery Index and/or international sanctions. This allows us to take targeted supplier engagement actions to mitigate concerns. As part of our on-boarding process, our workers’ rights questionnaire is sent to suppliers deemed as having a higher risk of modern slavery either due to their country of operation or sector. We review the list of business sectors annually and use the Global Slavery Index to identify high risk countries. Responses must be received and followed up (if required) before on-boarding can be completed and orders placed. We recognise that human rights violations occur in specific countries and regions related to our supply chain (i.e. China, Turkey, and Taiwan) and work to share knowledge and stay informed of the latest guidance with an aim to ensure our supply chain remains free from forced labour.

Progress against our areas of focus in 2024-2025.

2024-25 area of focus	Status	Steps we’ve taken this year
Threat Assessment of security and cleaning providers across our UK&I store network	Completed	Surveyed all our cleaning and security partners and a follow-up assessment of our two biggest suppliers
Share knowledge from the Material Insights Platform with our own label and licensed brand suppliers and develop understanding of their sourcing practices for high-risk minerals	Ongoing	Shared our Conflict Minerals Guidance document with all our own label suppliers alongside a questionnaire about their maturity on the topic. These results will be used to tailor our resources to share with our suppliers.
Review of recruitment providers	Postponed	Due to resource constraints we decided to prioritise the review of our cleaning and security providers. We will complete this work in 2025/26

Our key areas of focus in 2025-2026.

- ✔ Complete a SFA Gap Analysis of our operations, with a particular focus on our due diligence processes, supply chain risks and effectiveness of our efforts to prevent forced labour occurring.
- ✔ Undertake the review of our recruitment partners.
- ✔ Use results from our conflict minerals survey to tailor engagement on the topic with our own label and licensed brand suppliers.

Training and awareness.

Supplier training.

This year we shared our revised ethical policies with our own label and licensed brand suppliers. As part of this we shared our Conflict Minerals Guidance Document with suppliers together with a short survey to help us understand their maturity on the topic. A number of suppliers indicated they would be interested in further support and training around conflict minerals and this will be arranged in the coming year. While we have not conducted any specific training with suppliers this year we continue to expand the use of EcoVadis to get a better picture of our suppliers' maturity on a wide range of ESG issues and have seen an increase of 3 points in their average scores this year from 58 to 61. This year we will continue to share the resources we have access to via our memberships with our own label and licensed brand suppliers and work to further improve supplier performance on EcoVadis.

Colleague training and awareness raising.

Our strategy for modern slavery training involves raising awareness across our business operations, giving confidence to our colleagues to flag any concerns, whether these be at work or in their communities. We know modern slavery thrives when it is hidden, and it is essential to empower colleagues to understand the issue so that they can recognise the signs and know how to report concerns. This year we worked with our logistics partner GXO to create and share posters raising awareness of modern slavery and our respective channels to report concerns. These were displayed in private areas at our shared sites.

This year, **Bright Future** altered the way they offer vacancies to suppliers. As a result of this, all people coordinators for our CSCs attended a session led by Bright Future about modern slavery, the impacts the crime can have and best practices when working with survivors. This was repeated for our managers at our Glasgow CSC when Bright Future expanded their programme to Scotland. We have found that working with Bright Future in this way has deepened our colleagues understanding of modern slavery in a part of our business where risk tends to be higher. In addition, we continued to strengthen our relationship with Bright Future through the appointment of our Head of Commercial Service & Responsible Sourcing, Nicki Reeves as a member of their Board.

Targeted training programs are provided to colleagues in higher-risk areas of our business. These programs are designed to empower employees to recognise signs of modern slavery and understand the appropriate channels for reporting concerns. Buyers across our commercial and procurement teams play a key role in managing the risk of modern slavery with our suppliers. This year 85 colleagues in our Nordic commercial team, UK procurement team and Currys Sourcing team in Hong Kong received training on the EcoVadis platform which included how to view and interpret supplier ESG performance.

In recent years we have delivered mandatory responsible sourcing training to over 600 commercial and procurement colleagues across the Group. Our Hong Kong based commercial and technical teams also completed an enhanced version of the training covering additional risks and due diligence associated with sourcing in the region.

This training covers the impacts associated with responsible sourcing, what is expected of our suppliers and colleagues, what to consider when making purchasing decisions, scenario-based questions and answers and support channels and resources, such as relevant policies and contacts. In 2025/26 we will review and update both training modules to ensure they reflect our latest policies and current best practice. The training modules will be reassigned and made mandatory for new colleagues.

Similarly, in 2023/24 our ‘spot the signs’ training was completed by 600 colleagues working across our Supply Chain and Service Operations team. The training was delivered via team meetings and included definitions and statistics relating to modern slavery and forced labour, indicators of exploitation to be aware of, Eric’s story (made in collaboration with Bright Future and Causeway) and where to go to report concerns. In the coming year we will review and update the training, deliver it to our distribution colleagues and making it a mandatory part of the on-boarding process for relevant roles.

“As part of our ongoing efforts to prevent modern slavery from occurring in our business, we are enhancing awareness amongst colleagues in our operations through extensive learning and training programmes. We will continue to look for ways to strengthen and evolve our processes to ensure they remain best in class.”

– Lindsay Haselhurst, Chief Operating Officer

Progress against our areas of focus in 2024-2025.

2024-25 area of focus	Status	Steps we’ve taken this year
Work with GHO to raise awareness of modern slavery amongst our respective colleagues at our five shared sites	Completed	Posters raising awareness of modern slavery and providing both our whistle blowing channels put up in private spaces at our shared sites
Conduct modern slavery ‘spot the signs’ training for distribution colleagues in the Nordics	Ongoing	Progress on this initiative has been delayed following the departure of the project lead. We are committed to implementing this in the coming year.

Our key areas of focus in 2025-2026.

- ✓ Refresh of our modern slavery ‘Spot the signs’ training for our colleagues in supply chain and service operations in the UK & Ireland and the Nordics.
- ✓ Refresh our responsible sourcing training module for all buyers and colleagues working with suppliers.

Expert advice and collaboration.

We recognise that the issue of modern slavery and human trafficking requires collaboration across private and public sector organisations, countries, and civil society. We welcome collaboration on the topic, learning from others as well as actively sharing our own experiences and best practice.

Examples of Collaborations.

- **British Retail Consortium.** (CSR Community & Ethical Labour Working Group): We regularly take part in discussions on human rights concerns related to topics such as the treatment of migrant workers and ethnic minorities.
- **Responsible Business Alliance.** We became members of the RBA in 2022, joining a coalition of companies working to promote environmental and social sustainability in global supply chains. We make use of the RBA's supplier risk mapping tool, monitoring risks across all our licensed brand and own label factories and use their platform to access shared supplier assessments for both own label and licensed brand and some of our top branded suppliers. We participate in regular meetings with the Responsible Minerals Initiative, Responsible Labour Initiative and the RBA Monthly Policy Webinar which cover topics including forced labour and working hours. Due to its specific focus on the electronics industry, the issues the RBA deals with align strongly with the risks faced in our supply chain.
- **Slave-Free Alliance.** We became members of the SFA back in 2018 and continue to benefit from their expertise on

modern slavery and labour exploitation in the form of in-house investigations, crisis response, due diligence reviews and training. We have worked together on numerous projects including threat assessments of our operations and supply chain partners, policy reviews and gap analyses, some of which are detailed in this statement.

- **Bright Future.** We are extremely proud to have been members of Bright Future Cooperative since their launch in 2020, working with them to provide tangible support to survivors of modern slavery. Bright Future Cooperative offers survivors an accessible path to safe and stable employment, reducing the risk of re-exploitation and enabling survivors to achieve sustainable independence. Our collaboration with them forms an important part of our re-mediation work and to date, we have hosted placements for seven survivors, with five finding permanent roles within our business. For each survivor we match to a role, the relevant managers and people team members are given training to better understand the vulnerabilities survivors may have and are supported throughout the placement process. This year, a further survivor joined us on a permanent basis.

“We are proud founding members of Bright Future Cooperative and fully support their work in creating accessible routes to safe and stable employment for all those who have been subjected to exploitation. Since the programme’s launch in 2020, so much has been done to reduce the risk of re-exploitation and help people reach sustainable independence, but there’s a long way to go

We have seen its positive impacts at both an individual and company level and realise the importance of these partnerships in building a better future for all. At Currys, we’ve been so impressed by the hard work, dedication and innovation that colleagues who have come to us through the programme bring to the table.”

**– Paula Coughlan, Chief People,
Communications & Sustainability Officer**

We believe collaboration is key to building and maintaining strong, long-term relationships with our suppliers. We have traded with 34% of our current own label and licensed brand suppliers for ten years or more (accounting for 35% spend) and 74% for five years or more (accounting for 93% of spend), allowing us to mutually benefit from these partnerships. We welcome greater collaboration with our suppliers, and this is an area we continue to develop. As we collect better data and build trust and transparency on these topics, supplier concerns regarding risks of modern slavery can be shared and re-mediated immediately.

Key performance indicators and effectiveness.

Currently we have the following ways to monitor action and impact in place.

- **Currys whistleblowing hotline.** This year, none of the calls to our confidential hotline were made in relation to modern slavery, forced or child labour, human trafficking or exploitation.
- **Distribution franchise whistle blowing hotline.** This year, none of the calls to our confidential hotline were made in relation to modern slavery, forced or child labour, human trafficking or exploitation.
- **Incidences of modern slavery found at Currys or in our supply chain.** This year no cases of modern slavery were identified.
- **Own label and licensed brand audits.** We conducted 48 audits this year. Three factories failed to meet our standards and were issued a RED audit result. All were based in China, with two found to be in violation of number of working hours per week and one had no valid fire safety inspection certificate. Our team in Hong Kong followed up on the non-conformities with each factory and re-audits were carried out in early 2025, with all issues found to be corrected.

- **EcoVadis assessments of suppliers.** 64% of our Group spend is with suppliers who have received an EcoVadis rating. This is a 5% increase on last year.
- **Average labour and human rights score in EcoVadis.** The average score amongst our rated suppliers was 62/100. This is a 2-point increase on last year.

Our key steps in 2024-2025.

- ✓ Refresh of our modern slavery ‘Spot the signs’ training for our colleagues in supply chain and service operations.
- ✓ Refresh our responsible sourcing training module for all buyers and colleagues working with suppliers.
- ✓ Complete a SFA Gap Analysis
- ✓ Undertake the review of our recruitment partners
- ✓ Work with own label and licensed brand suppliers to increase average EcoVadis score from 38 to 45

This Statement has been approved by the board of Currys plc and is endorsed, approved, and adopted by the following operating subsidiaries: Currys Group Limited, Currys Retail Limited, iD Mobile Limited, Carphone Warehouse Europe Limited, DSG International Holdings Limited, Currys Retail Group Limited, Currys Holdings Limited, DSG European Investments Limited, and DSG Overseas Investments Limited. The named subsidiaries are those based in the United Kingdom (to which the Act applies) with an annual turnover greater than £36m in 2024/2025, however the statement applies to all subsidiaries regardless of size or location.

A handwritten signature in black ink, appearing to read 'Alex Baldock', with a stylized, cursive script.

Alex Baldock,
Group Chief Executive, Currys

3rd September 2025