



**CONTRACT**  
CANDLES & DIFFUSERS

# Modern Slavery Statement 2024

## Introduction from the Managing Director

As part of Contract Candles & Diffusers' (CC&D) ongoing sustainability journey we have highlighted the need for us to look at not only our environmental impact but also the social and governance factors across our business. We have aligned our operations with the United Nations Sustainable Development Goals and have benefited greatly from the support that comes with joining the UN Global compact. When looking at the risks to our business we have highlighted the wellbeing and rights of not only our own staff but those of our suppliers as a key area of focus. To support with this, we have joined Sedex to help us identify any concerns in our supply chain and to take action to support the positive change with our suppliers. This is a key priority for CC&D to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout both our organisation and our supply chain. CC&D is working hard to ensure that, whilst we carry out our activities, we maintain a sustainable business for future generations that works to leave the world and our community in a better place.

## Organisational structure

CC&D is based in Chichester, West Sussex and Fernhurst, Surrey. We are an award-winning, British, family-owned business that is passionate about quality and providing an outstanding premium bespoke service to our clients. CC&D is a leading manufacturer of scented candles and diffusers.

The organisation operates year-round to meet the demand from our clients. Our services range from a full service offering where we source all components, develop the product in our R&D lab and manufacture the product, to a simpler contract fill service where components are sent to us, and we develop and manufacture a product as required.

## Commitment

CC&D acknowledges its responsibilities in relation to tackling modern slavery and commits to follow the provisions of the Modern Slavery Act 2015. We understand that this requires an ongoing review of both our internal practices in relation to our labour force and, additionally, our supply chains.





# CONTRACT

CANDLES & DIFFUSERS

CC&D does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to CC&D in the provision of our own services is obtained by slavery or human trafficking.

## Supply Chains

In order to fulfil our business activities, the main supply chains of CC&D include those related to the supply of raw material and components from various suppliers in the UK, Europe, and Asia (procurement, manufacturing, transportation, and demand management).

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our ethics we have in place a supply chain compliance programme, which is set out in our Supplier Terms and Conditions.

We also have a resolute compliance team, which involves the following departments:

- Human resources.
- Procurement.
- Business relationships.
- Legal.

## Potential Exposure

CC&D considers its main exposure to the risk of slavery and human trafficking to exist in areas of the supply chain such as, extracting raw materials, manufacturing and shipping with suppliers who are based in countries where protection against breaches of human rights may be limited.

In general, CC&D considers its exposure to slavery/human trafficking to be limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to CC&D.

## Further Steps





# CONTRACT

CANDLES & DIFFUSERS

CC&D conducts due diligence processes in relation to checking slavery and human trafficking does not take place in the organisation or our supply chains.

CC&D has not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, CC&D has taken the following steps to ensure that modern slavery is not taking place:

- reviewed our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- Implemented measures to identify and assess the potential risks in the supply chains.
- created action plans to address risk to modern slavery, including through our procurement policy.

## Policies

The organisation has the following policies which further define its stance on modern slavery.

- Whistleblowing policy
- Code of Conduct
- Business Ethics Policy
- Recruitment Policy
- Sustainable Procurement Policy
- Corporate Social Responsibility Policy Statement

## Training

The organisation provides the following training to staff to effectively implement its stance on modern slavery.

- Induction training
- Modern Slavery and Human Trafficking Training

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and was approved by the board on... 22nd April 2024 and will be reviewed for each financial year.

Date of approval: 22nd April 2024

Signed: 

Print name: C. HAMILTON

Job Title: MANAGING DIRECTOR

