

SPACE NK

APOTHECARY LONDON

MODERN SLAVERY *statement*

2021



Valuing our people, our customers, our brand partners and suppliers

Introduction from Andy Lightfoot, SPACENK, CEO

This statement is made pursuant of section(54)1 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2022. It sets out the steps that SPACENK Limited has taken and will continue to take to prevent modern slavery and human trafficking from taking place within our business and supply chain.

This statement relates to business activity during the financial year ending March 2022.

Modern Slavery in all its forms goes against everything we stand for as a values led business.

Going forward into 2021/22 we will continue to undertake further detailed risk assessments of our business. This will include implementation of further training programmes for our people, our brand partners and our suppliers.

We have engaged the MODERN SLAVERY HELPLINE to ensure that we have a 24/7 confidential help line available.

This statement is approved by the Board of Directors of SPACENK Limited and signed on its behalf by:



Director of SPACENK Limited
29.03.21

- Who we are
- Our approach: Our people
- Our approach : Our brand partners working in our stores
- Our approach: Our suppliers
- Addressing the issues of modern day slavery and our commitment to change

SPACE NK who we are

OUR VISION

WHETHER YOU JOIN US IN-STORE OR ONLINE, THROUGH CUSTOMER FIRST ADVICE, WE AIM TO BE THE GLOBAL BEAUTY DESTINATION FOR THE WORLD'S MOST IN DEMAND BRANDS AND THE ICONS OF THE FUTURE.

OUR MISSION

OUR MISSION IS TO CONTINUE TO SERVE THE BEAUTY OBSESSED WITH THE SAME EXPERTISE AND INNOVATION WE ARE RENOWNED FOR. TO BE A PLACE FOR DISCOVERING THE NEW AND THE NEW TO YOU. TO BE A DESTINATION FOR THOSE NEW TO BEAUTY TO COME FOR FRIENDLY ADVICE, A PLACE OF COMMUNITY ENABLING THEM TO LOOK AND FEEL THE VERY BEST VERSION OF THEMSELVES.

BRAND PILLARS

CUSTOMER FIRST

We curate the world's most in demand brands with the icons of the future. So whether it's stocking up on a favourite or helping them uncover the newest and best from around the world, we are able to meet, delight and exceed every customer's beauty expectations.

PRODUCT DISCOVERY

Through our website and team of highly trained makeup artists, skin and hair specialists we are devoted to offering well-informed, unbiased beauty advice that's tailored to each and every customer. We ensure they are armed with the knowledge and confidence they need to make decisions about the best beauty for them.

INNOVATION

We search the world to bring new product and brand innovations to our customers while striving to create a customer experience that consistently pushes the boundaries of what's expected.

COMMUNITY

Through our local neighbourhood stores, extensive events and master classes, customer-to-customer chat portal, N.dulge loyalty card and rewards programme we aim to foster a sense of fun, familiarity and friendliness that welcomes every beauty lover.

OUR APPROACH **our people**

People are at the heart of our business. The core values at SPACENK set out our responsibility to respect those who work for us and those who work with us; there are two closely related groups of people across our business and supply chain:

- People who are directly employed by us
- People who work for our suppliers elsewhere
- We have mapped out our approach to managing risk for each of these groups of people

	POLICIES	ON-BOARDING	MONITORING & ESCALATING PROCESSES	TRAINING & COMMUNICATION
BRAND PILLARS	Our Code of Conduct & HR Policies set out our expectations of team members and our responsibility to them	We review our team members 'right to work' as part of our on-boarding process We have a restriction in place against salary being paid into a bank account in someone else's name	We have a grievance process for highlighting and addressing any team members concerns or issues. We have a robust whistleblowing policy in place	All new team members attend a Company Induction program, within the first month of joining the business. All Store Managers & Assistant Managers attend HR management training courses, which includes the monitor of employee welfare

OUR PEOPLE

THESE POLICIES AND PROCESSES AMONG OTHERS ARE EMBEDDED ACROSS OUR BUSINESS TO HELP ENSURE OUR TEAM MEMBERS ARE FAIRLY TREATED AND KNOW WHERE THEY CAN FIND SUPPORT AND/OR ADVISE SHOULD NEED IT

We are committed to the ongoing training and development of our people, keeping them updated and informed on the associated risks of Modern Slavery.

OUR APPROACH our suppliers

The suppliers we partner with are very carefully selected. We ask them to collaborate with us in a number of ways by encouraging our relationships with them we achieve a sustainable partnership built on honesty, trust and respect.

It is very important to us that we partner and work with our suppliers ensuring they are fairly treated and supported, it is a reciprocal relationship.

BRAND PILLARS	POLICIES	POLICIES	DUE DELIGENCE	TRAINING & COMMUNICATIONS
	<p>Whistleblowing policy: SPACENK encourages all employees, customers, business partners and suppliers to report concerns related to the direct activities of modern slavery or human trafficking. Our supplies uses only reputable employment agencies to recruit their workforce</p>	<p>Supplier/Procurement Code of Conduct. The business is committed to ensuring that our suppliers adhere to the highest standard of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat their workers with dignity and respect and act ethically with the law in their use of labor.</p>	<p>When considering our suppliers relationships, we take the necessary due diligence steps to map the supply chain to broadly assess the risks of modern slavery and human trafficking. We conduct audits using external organizations that have a greater degree of focus on modern slavery and human trafficking where any risks are likely to be identified.</p>	<p>As part of our ongoing commitment to staff training and development, the business raises continuous awareness of the potential risks associated with modern slavery and human trafficking by making readily available the basic principles of the Modern Slavery Act 2015</p>
OUR SUPPLIERS	<p>THESE POLICIES AND PROCESSES AMONG OTHERS ARE EMBEDDED ACROSS OUR BUSINESS TO HELP ENSURE OUR SUPPLIERS ARE FAIRLY TREATED AND KNOW WHERE THEY CAN FIND SUPPORT AND/OR ADVISE SHOULD THEY NEED IT.</p>			