

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Here are the steps Superior Wellness Limited has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains. This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About Superior Wellness Limited

Superior Wellness provides a business to retail customer and business to business service to our trade and retail customers. We design and manufacture hot tubs, swim spas, baths and saunas. We sell chemical and decorative accessories in line with these products. We import and export our products to countries overseas.

We have a distribution network that delivers nationwide to retail and trade customers in the UK.

We support good relationships between employers and employees which underpin business success.

When things go wrong, we help by providing conciliation to resolve workplace problems.

Our Senior Management Team

Robert Carlin	Managing Director
Gareth Ward	Sales Director
Richard Doar	Financial Director
Carol Claydon	Head of Human Resources
Chris Brigden	Head of Finance
Mark Needham	Head of Operations
Sarah Elphick	Head of Marketing
Jamie Smith	Head of Retail





Embedding the principle

We will continue to embed the principles through the following:

Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.

Ensuring that consideration of the modern slavery risks and prevention are added to Superior Wellness Limited's policy review process as an employer and procurer of goods and services.

Ensure Superior Wellness Limited and our suppliers UK and overseas, procurement strategies and contract terms and conditions include references to modern slavery and human trafficking, and continuing to act to embed a zero-tolerance policy towards modern slavery.

Ensuring that employees involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices. The training will be provided by members of the HR Department.

This Modern Slavery Statement has been written and approved by Carol Claydon, Head of Human Resources at Superior Wellness Limited for the financial year ending 30th April 2022.

This statement will be reviewed and updated every year.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers.

Our suppliers have also published its statement on slavery and human trafficking. This includes mechanisms for guarding against modern slavery in its clients' supply chains.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through our quality training platform Notion and our employee BrightPay Smart App:

- Code of Conduct policy
- Ethics policy
- Whistleblowing policy
- Bullying and Harassment policy
- Equality and Diversity policy
- Recruitment policy

Our commitment to the principles of the Modern Slavery Act 2015

Superior Wellness Limited is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. We want our employees to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.