



## **Modern Slavery Statement**

### **INTRODUCTION FROM THE CHAIRMAN**

The Little Group Limited is committed to acting ethically and with integrity in all our business relationships and we recognise that we, like every company, have a role to play in combating slavery and human trafficking.

### **ORGANISATION'S STRUCTURE**

The Little Group Limited has c. 1,500 employees worldwide and operates across two continents America and Europe – with a global turnover of c. £5,00,000,000.

### **OUR BUSINESS**

Our business is organised into ten business units:

- Askews & Holts Library Services Limited - Public and Academic Library Supplier
- All Media Supply LLC - Wholesaler of Entertainment Products, USA
- A.T. Little & Sons Limited – (Trading as Browns Books) Educational Supplier of Reading Product to Schools & FE Colleges
- Baker & Taylor (UK) Ltd – wholesale of customised retail book ranges
- Book Protectors & Co Limited - Manufacture of Book Protection Systems
- Gardners Books Limited - Wholesale Distributor of Book and Entertainment Products, UK
- Gardners US LLC – Wholesale Distributor of Books & Entertainment Products, USA
- Lasgo Chysalis Limited - Exporter of Entertainment Product
- Hive Store Limited - Online Retailer of Book and Entertainment Products
- SAS Gardners EU – Wholesale Distributor of Book & Entertainment Products, Europe

This statement is provided on behalf of the Group, but also all of the units individually and the commitments and steps outlined apply across the entire business.

### **OUR SUPPLY CHAINS**

Our supply chains include: purchasing product primarily from publishers, record companies and film studio's either directly, or via their appointed distributors throughout the world.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We endeavour to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy, introduced throughout the Group, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.



## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we continue to conduct risk assessments of our own business operations, and in some cases, those we work with directly.

Although our initial assessments are that the risks are low, we have put in place systems to:

- Continue to monitor the risk levels within our own business and with direct suppliers and to specifically review them again at least annually.
- Appoint a Champion responsible for managing our policies
- Monitor potential risk areas in our supply chains.
- Establish a clear line of reporting under our policy.
- Protect whistle blowers.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we endeavour only to work with established and reputable businesses which have not been identified as high risk. We are also increasingly working with those businesses to introduce contractual obligations and requirements of our partners where appropriate, to ensure they are applying the same standards within their own businesses and supply chains.

## **TRAINING**

To ensure appropriate levels of understanding of the risks of modern slavery and human trafficking in our business & supply chains, we will provide awareness training of the policy to staff and provide more specific training for those staff involved in dealing with our suppliers / providers. We may also require certain business partners to provide training to their own staff and suppliers and providers.

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We will assess the position again on an annual basis and specifically prior to making a statement for the next financial year. Success will be measured on the basis of the policy being effectively introduced and read throughout the business, training having been provided to our own staff where appropriate and the increased use of contractual obligations and requirements for our partners.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 28th February 2023.

Jonathan Little  
Chairman

The Little Group Limited  
Date: 1/5/23