

TACKLING MODERN SLAVERY 2020

Wren is the leading UK Kitchen Retailer and we employ more than 4,000 people in the United Kingdom and now has more than 100 outlets. During 2020 Wren also has taken their first steps in expanding its operations beyond the United Kingdom and has opened its first factory and outlet in Milford, Connecticut, USA. In the United Kingdom Wren manufacture all its kitchens domestically before being distributed to customers using Wren's fleet of vehicles.

The Coronavirus pandemic of 2020 has in many ways being unprecedented and the impact on people, communities and business has been devastating to many. As a responsible and growing business Wren has invested heavily in protecting its staff, whether at head office, in its factories or outlets to ensure its employees were as safe as possible whilst at work during the pandemic.

Wren is committed to being a responsible company and information about our corporate social responsibility commitments can be found here <https://www.wrenkitchens.com/the-wren-way/about>.

Our Gender Pay Gap report is available here <https://static.wrenkitchens.com/pdf/gender-pay-gap-review.pdf>.

SUPPLY CHAIN

Although Wren manufacture and deliver its kitchens in the UK, Wren increasingly relies on a global supply chain for the materials which go into its kitchens and associated products. With business growth and an increasing supply chain Wren recognised that this could increase the risk of modern slavery being found in its supply chains. As a business Wren have a role to play in promoting ethical business practices so we're committed to continuously improving our supplier due diligence.

Wren has undertaken an assessment of its suppliers during 2020 and categorised them into tiers ready for the next phase of supplier engagement during 2021, starting with its strategic suppliers. In recognition of Wren's growing business footprint and increasing globalisation of its supply chain, Wren has improved its supplier due diligence process and risk assessment matrix.

Over the next 12 months Wren will increase the capability of its commercial teams with a view to better identifying any instances of modern slavery in its supply chain. This will be achieved through the deployment of a new supplier management programme coupled with staff training on how to carry out modern slavery risk assessments.

ONGOING COMMITMENT

Whilst Wren remain confident there is no slavery in its UK operations, it also recognises the need for ongoing diligence and commitment to tackle modern slavery. As part of that commitment Wren has reviewed its policies and training to reflect its changing business footprint and changing supply chain. If any measures are not deemed to be effective in addressing the risk of slavery in Wren's supply chain; we will make any changes to those measures and to this statement as may be required from time to time. This statement has been approved by the Board of Directors who fully support Wren's ongoing and future commitments to tackle modern slavery.

This statement is made on behalf of Wren Kitchens Limited ("Wren" "we" "us" "ours") pursuant to section 54(1) of the Modern Slavery Act 2015 ("the Act") and constitutes our statement for the financial year 2020. The Directors at Wren fully support the aims of the Act and will act promptly to deal with all offences that have been identified.

A handwritten signature in black ink that reads "ALEX GRANT." The signature is stylized with a large, looped 'A' and a trailing dot at the end.

Alex Grant
Finance Director