



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. This is best demonstrated by the fact we have chosen as a business, to voluntarily provide a statement on our position for the financial year ending 28th February 2022 and outline some of our plans for the future. We feel this early disclosure is entirely consistent with best practice and the other various corporate social responsibility programmes undertaken across the group.

ORGANISATION'S STRUCTURE

We are The Little Group Limited. The Group has c1,300 employees worldwide and operates across 2 continents – the America and Europe – with a global annual turnover of c£400,000,000.

OUR BUSINESS

Our business is organised into 8 business units:

- Askews & Holts Library Services Limited - Public and Academic Library Supplier
- All Media Supply LLC - US Wholesaler of Entertainment Product
- A.T. Little & Sons Limited – (Trading as Browns Books for Students) Educational Supplier of Reading Product to Schools & FE Colleges
- Book Protectors & Co Limited - Manufacture of Book Protection Systems
- Gardners Books Limited - Wholesale Distributor of Book and Entertainment Products
- Lasgo Chrysalis Limited - Exporter of Entertainment Product
- Hive Store Limited - Online Retailer of Book and Entertainment Product.
- SAS Gardners EU - Wholesale Distributor of Book and 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 are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our new Anti-Slavery Policy which has been 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 have carried out a risk assessment of our own business, and in some cases those we work with directly.

Although our initial assessment is that the risks should be low, we have 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.
- Monitor potential risk areas in our supply chains.
- Establish a clear line of reporting under own 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 only work with established and reputable businesses which we have not identified as potential risks. 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 throughout their supply chains.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will also be introducing over the coming months specific training for appropriate staff. If considered necessary, we also require certain business partners to also provide training to their own staff and suppliers and providers.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will assess the position again periodically throughout the coming year and specifically prior to making a statement for the next financial year. We envisage 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 2022.



Jonathan Little
Chairman

The Little Group Limited
Date: 03.11.21