



RICHARDS HAIR FASHIONS

Wigs · Hairpieces · Headwear · Trichology

Modern Slavery Policy

1. Introduction

We are committed to conducting our business ethically, responsibly, and with integrity. This Modern Slavery & Human Trafficking Policy outlines our zero-tolerance approach to modern slavery in all its forms, including forced labour, child labour, bonded labour, human trafficking, and exploitation. Our business involves the buying and selling of wigs, and we recognise that global supply chains—particularly those involving human or production in the far east—can carry heightened risks. We are committed to identifying, preventing, and addressing these risks within our operations and supply chain.

2. Our Commitment

We are dedicated to:

- Ensuring modern slavery is not present in our business or supply chain
- Working only with suppliers who uphold ethical labour standards
- Maintaining transparent and traceable sourcing practices
- Continually improving our due-diligence processes

We expect the same high standards from all suppliers, contractors, and business partners.

3. Our Supply Chain

Our supply chain includes:

- Hair suppliers

We recognise that certain regions and industries—particularly those involved in hair collection, processing, and manufacturing—may present elevated risks. We actively assess these risks and work with our suppliers to mitigate them.

4. Due Diligence

To reduce the risk of modern slavery, we undertake the following actions:

- Conduct supplier assessments and request evidence of ethical labour practices
- Require suppliers to confirm compliance with local labour laws and international human rights standards
- Review supplier policies, certifications, and audit reports where available
- Investigate any concerns raised about unethical behaviour or labour exploitation

If a supplier fails to meet our standards, we will work with them to ensure compliance wherever possible.



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5. Policies and Controls

We maintain internal policies designed to prevent modern slavery, including:

- Ethical sourcing guidelines
- Supplier code of conduct

These policies are reviewed regularly to ensure they remain effective and relevant.

6. Reporting Concerns

We take all concerns seriously. Suppliers, and partners are encouraged to report any suspicion of modern slavery or unethical behaviour. Reports can be made confidentially, and retaliation against individuals who raise concerns in good faith is strictly prohibited.

7. Continuous Improvement

We are committed to strengthening our approach over time. This includes:

- Reviewing our supply chain risk assessments annually
- Updating our policies as regulations evolve
- Engaging with suppliers to improve transparency and ethical practices

We aim to foster long-term relationships with suppliers who share our values.

9. Approval

This policy has been approved by the me the Proprietor and will be reviewed annually. It reflects our ongoing commitment to ethical business practices and the protection of human rights.

Date : 01/06/2026

Signed: Tanya Davies Proprietor



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