



Modern Slavery and Human Trafficking Statement

2026

CID Trading Ltd

A statement of our approach to preventing modern slavery and human trafficking in our operations and supply chains.

REPORTING PERIOD

1st January 2025 – 31st December 2025

Our report and commitment

CID Trading Ltd is committed to preventing modern slavery and human trafficking within our business and supply chains. This statement sets out the measures we use to identify, assess and manage these risks, with particular attention to our product supply chains.

Our approach is underpinned by our Modern Slavery and Human Trafficking Policy, issued on 18 March 2026 and authorised by Ted Soulsby, Managing Director. The policy sets out commitments around supplier engagement, worker feedback, traceability, independent assurance, measurable change, supplier collaboration, accountability and training.

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01 About us, our operations and our supply chain

CID Trading Ltd recognises that the greatest exposure to modern slavery is within its product supply chains. Our approach therefore focuses on supplier engagement, ethical and compliance due diligence, monitoring and improvement.

Our supplier network includes manufacturing sites in China and India. New supplier factories/sites are subject to ethical and compliance due diligence checks, and existing suppliers and their factories/sites are regularly audited.

FOCUS

Product supply chains

SUPPLIER SITES

China and India specifically referenced in current policy

ASSURANCE

Suppliers have been and continue to be regularly audited by Sedex approved auditors.

Our approach

We take a risk-based approach to supplier due diligence. Audits assess compliance with our Global Sourcing Principles and are intended, amongst other things, to identify modern slavery practices. Where issues are identified, appropriate investigative and remedial action is undertaken.

02 Modern slavery and human trafficking risks

Modern slavery risk can arise through labour practices, recruitment practices, working conditions and other factors within supply chains. For CID Trading Ltd, our current policy identifies the product supply chain as the principal area of exposure.

RISK / CONTROL

CID APPROACH

Supplier risk

Supplier audits were carried out in the 2025 financial year by Sedex approved auditors for existing suppliers and manufacturing sites.

Supplier self-assessment

Suppliers are required to fill in comprehensive supplier questionnaires. This was implemented during the 2025 financial year and is enforced by Supply Chain Director.

Remediation

Investigation and remedial action where issues are identified.

Ongoing monitoring

Collection of supplier-provided data to track improvement over time.
Suppliers were regularly contacted throughout 2025 to ensure certification is correct and up to date.

03 Policies and governance

Our Modern Slavery and Human Trafficking Policy is the core document governing CID Trading Ltd's approach to this issue. The policy was reviewed on 18 March 2026 and authorised by Ted Soulsby, Managing Director, with a review date of 18 March 2027.

COMMITMENT	WHAT IT MEANS
Relationships	Strengthening supplier engagement.
Feedback	Establishing grievance mechanisms and channels for worker feedback.
Knowledge	Improving relevant data collection and product traceability.
Third-party engagement	Building strategic alliances with independent social auditors.
Measurable change	Developing verifiable KPIs to measure progress.
Accountability	Providing a framework for raising issues, suggestions and grievances and reporting modern slavery concerns.

Governance and accountability

The current policy records the transfer of responsibility for maintaining and reviewing policies to OB in January 2025 and records policy reviews in March 2025 and March 2026.

04 Due diligence and supply chain management

CID Trading Ltd’s due diligence framework combines supplier onboarding checks, ongoing audit activity, supplier self-assessment and action where concerns arise.

- 01

SUPPLIER ONBOARDING
 New supplier factories/sites are subject to onboarding questionnaires and due diligence checks.
- 02

AUDIT & ASSURANCE
 Existing suppliers and factories/sites are regularly audited.
- 03

RISK IDENTIFICATION
 Spot checks and annual supplier questionnaires help identify and track modern slavery risks.
- 04

REMEDiation
 Where issues are identified, appropriate investigative and remedial action is undertaken.

What our audits are designed to do

Our current policy states that supplier audits assess compliance with our Global Sourcing Principles and are intended, amongst other things, to identify modern slavery practices. Where issues are found, CID undertakes appropriate investigation and remedial action.

05 Training, reporting and performance indicators

CID identifies training and awareness as a key part of its modern slavery and human trafficking strategy. The organisation’s policy also identifies a set of indicators to help assess the effectiveness of its measures.

INDICATOR	WHY IT MATTERS	CURRENT POSITION
Staff training levels	Shows reach and awareness across the workforce.	No specific training on Modern Slavery was undertaken in 2025. CID will look to improve on this in the 2026 financial year. Information on modern slavery is made available to all new employees as part of the onboarding process.

Modern slavery incidents reported	Supports identification of supply-chain issues and trends.	No instances of modern slavery were reported to CID during the reporting period.
Training available to staff	Confirms that relevant awareness material is available.	Information on modern slavery is made available to all new employees as part of the onboarding process, and is part of the employee handbook.

Raising concerns

CID's policy establishes a framework for raising issues, making suggestions, voicing grievances and reporting slavery and human trafficking concerns. The policy also identifies grievance mechanisms and channels for individual worker feedback as part of the organisation's wider commitment.

06 Looking ahead

CID Trading Ltd will continue to focus on practical controls that strengthen supplier engagement, improve visibility of relevant information and support early identification and remediation of potential modern slavery issues.

- Continue supplier due diligence and regular audit activity.
- Maintain annual supplier review activity and use supplier-provided information to track improvement.
- Improve staff training and awareness.
- Review the effectiveness of existing measures using the organisation's identified performance indicators.
- Update the Modern Slavery and Human Trafficking Policy as part of the scheduled review process.

07 Approval and sign-off

This statement has been approved by the Board of Directors of CID Trading Ltd and published on the CID Group website. It will be reviewed annually alongside the Modern Slavery and Human Trafficking Policy.

Company name	CID Trading Ltd
Statement period	1 st January 2025 – 31 st December 2025
Board approval date	11/09/2026
Signed	Ted Soulsby
Name / position	Managing Director
Date signed	11/09/2026

Document control

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