

Organisation

This statement applies to James Burrell Limited (referred to in this statement as “the Organisation”). The information included in the statement refers to the financial year 31st October 2024.

Organisational structure

James Burrell Ltd is an independent builders merchant which was established in 1877. Our main activity is a distributor of building materials, civils products, insulation and timber to both the construction industry and private sales. Materials are either delivered/collected from company locations or delivered/collected directly from the supplier/manufacturer.

The construction industry is seasonal due to being weather dependant. Demand for products is generally higher during the spring and summer season and drops during autumn and winter particularly if the country experiences a spell of bad weather.

We have ten branches servicing a trading area in the North East of England and Yorkshire, with over 270 employees and a £95 million plus turnover. Head Office is in Gateshead, Tyne & Wear. The Senior management team includes Managing Directors, Director and a Head of Departments for each area of the business.

Definitions

Modern slavery is where an individual is exploited by others, for personal or commercial gain. Whether tricked, coerced, or forced, they lose their freedom.

This includes but is not limited to human trafficking, forced labour and debt bondage.

Commitment

We acknowledge our responsibilities in relation to tackling modern slavery and commit to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

We do not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to James Burrell in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We strictly adhere to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil activities our main supply chains include those related to the construction industry in the United Kingdom. A large proportion of our first-tier supply chain is directly with the manufacturer of products. However, we understand that there are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

A proportion of timber is sourced as part of an accredited supply chain.

Products are either trade products bought for resale or non-trade products for the companies own use i.e., office supplies, professional services or support services.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in the wider construction industry, particularly in the onward supply chain i.e. customer chain. This is due to this sectors reliance on low-skilled or unskilled labour with can be seasonal and have high numbers of temporary workers, all of which is often undertaken by vulnerable workers.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that it trades with.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- having an agreement with the CBA (Buying group) that all suppliers take necessary steps required to ensure that the supply chain to CBA members is free from modern slavery
- put measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- taking any actions necessary to embed a zero-tolerance policy towards modern slavery
- training and informing staff of their responsibility towards being vigilant of signs of modern slavery within the industry and supply chain
- ensure that employees are aware of the whistleblowing policy so they feel confident in reporting any concerns
- regularly reviewing and monitoring steps to be taken to ensure all risks are addressed, making changes in any areas identified.

Slavery Compliance Officer

The Organisation has appointed a Director as the Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed: *Robert Richardson*

Print name: Robert Richardson

Job Title: Director

Date: 4th December 2024