

MODERN SLAVERY AND ANTI HUMAN TRAFFICKING STATEMENT

Introduction

Modern slavery is a violation of human rights and a crime. The deprivation of a person's liberty by another in order to exploit them for personal or commercial gain is unacceptable. The definition of modern slavery is slavery and Servitude, Compulsory Labour, Human Trafficking and Child Labour.

James Burrell has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all of our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

The Business

This statement relates to the financial year ending October 2022 and is made on behalf of James Burrell Limited and shows its commitment and respect of section 54 of the Modern Slavery Act 2015.

James Burrell Ltd is an independent builders merchant which was established in 1877, within our trading area we are a leading distributor of building materials, civils products, insulation and timber. We currently have ten branches servicing our trading area of Northumberland down to South Yorkshire, with over 310 employees and a £114 million plus turnover.

Risk of Modern Slavery

It is believed there is no risk of modern slavery within the workforce of James Burrell, 100% of employees have had their eligibility to work in the UK checked and 100% of new employees have their right to work in the UK checked when starting their employment with the company.

We believe the main area at risk of Modern Slavery is the workforce of our supply chain. These areas are actively managed by the Anti-Slavery Compliance team who follow the measures explained in this statement to minimise the risk.

Supply Chain

We source materials from the UK and abroad, in the main material is sourced directly from the manufacturers with a proportion of timber being 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.

Supply Chain Assessment Process

Every effort is made to ensure our supply chain is operating in line with obligations under the Modern Slavery Act 2015.

The majority of company suppliers are based in the UK and have long term relationships built with the company over many years making the risk of modern slavery at a minimum. However, this should not make us complacent and the following applies:

- We will not trade with anyone in the supply chain who does not meet the obligations of the Modern Slavery Act 2015.
- We will assess our supply chain using the Pareto principle to ensure existing suppliers comply with Modern Slavery Policy
- Any member in the supply chain found not to be operating in an appropriate manner will be investigated and suitable action will be taken which will include ceasing trades with them.
- Information on tackling modern slavery will be promoted to all employees through posters, staff newsletter and internal communications.

- Employee's will be informed and trained on the risk of modern slavery and what they should do should they suspect anyone is guilty of Modern Slavery

The responsibility to report any slavery falls with all of us. If there are any suspicions of modern slavery they must be reported immediately, anyone who makes such a report will be protected under the Companies Whistleblowing Policy.