

James Burrell

Builders Merchants

MODERN SLAVERY AND ANTI HUMAN TRAFFICKING POLICY

Introduction

We believe that 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.

James Burrell has a zero tolerance approach to the exploitation of workers, children and young people and will undertake all reasonable steps to act ethically and with integrity in all of our business dealings and relationships. We are committed 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.

About our Business

We are a private Limited company with all operating branches based in the UK. We employ approximately 200 people with an annual turnover of over £50 million, we source materials from the UK and abroad.

Supply Chain

All efforts will be made to ensure our supply chain is operating in line with obligations under the Modern Slavery Act 2015 which will include regular assessments of our suppliers. Any member in the supply chain found not to be operating in an appropriate manner will be investigated and suitable action will be taken.

All workers employed within our supply chain must have a legal right to work, have written employment details, be reimbursed appropriately either meeting or exceeding any legal requirements and their working hours should not be excessive. Everyone must have the right to work free from harassment or intimidation of any kind and their labour must be freely given and not be forced. The appropriate training and supervision should be provided on Health & Safety to ensure that all employees are able to carry out their duties in a safe environment.

Due Diligence

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

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of an employee's contract of employment and can therefore be amended at any time.

Signed: *S.J. Richardson* on behalf of James Burrell Limited
S. J. Richardson.
Managing Director

Date: 1st August 2016