

Grant & Stone

MODERN SLAVERY STATEMENT

Modern Slavery can take many forms including human trafficking, forced labour, servitude and compulsory labour. It is an abhorrent crime and a violation of fundamental human rights that is often hidden from view. We all have a responsibility to ensure it does not continue.

Our business and organisational structure

Grant & Stone Ltd is an independent, family owned merchant and wholesaler operating in the Thames Valley area of England. We supply a comprehensive and complete range of products to the building, plumbing and electrical trades as well as to the general public. We tend to prefer European based suppliers, with the majority of our shipments originating from the UK where, it is believed, there is considerably less risk of modern slavery.

As a company we are committed to ensuring that slavery, in every form, does not take place within our business or within our wider network of suppliers, partners and associated businesses.

Our policies on slavery

As part of our initiative to identify and mitigate the risk of modern slavery occurring within our business, Grant & Stone Ltd display prominent anti-slavery materials at each of our branches, and offer staff training in identifying and reporting slavery.

Within Grant & Stone Ltd, we believe there is a very low risk of slavery or human trafficking. Our suppliers are also vetted by our purchasing department to ensure that they comply with our standards, and orders are withdrawn from those flouting this policy.

Still, we recognise that some of our suppliers have operations and dealings with organisations which may be at higher risk of facilitating slavery. As a company, we therefore expect our suppliers and business partners to maintain our standards in confirming that our extended network is also not in breach of this policy.

Due diligence processes for slavery

At Grant & Stone Ltd we manage the risk of modern slavery within our business by:

- Ensuring all employees are of school leaving age.
- Undertaking right to work checks as well random checks of entitlement documents and submitting proper records of employment to HMRC for each employee.
- Setting pay levels above the national minimum wage.
- Allowing employees to terminate their contract at any time.
- Avoiding the employment of agency and contract workers.
- Ensuring employees' payments are sent to a bank account held in their own name.
- Raising awareness of modern slavery during staff inductions, and periodically reminding employees of our shared responsibility as a society.
- Making employees aware of relevant policies and procedures, including our Health & Safety Policy, Harassment & Bullying Policy and Grievance Procedure.
- Maintaining a level of communication with our suppliers and employees to ensure understanding of, and adherence to, our anti-slavery policy.
- Adhering to any of the codes of conduct and policies of any buying groups where we are members.
- Regularly reviewing our suppliers, working practices and supply chain policies.
- Refusing to stock items originating from high risk suppliers and countries.

Continued.

Training and support

In an effort to reduce the risk of modern slavery occurring within our company, as well as within our supply chain, Grant & Stone have briefed key members of staff in recognising the signs, and addressing the issue of slavery. The Company's management team and the Human Resources department are always available for further information and support.

Reporting suspicions of slavery

Employees should report any suspicions of slavery by referring to the Public Interest Disclosure Act (Whistleblowing), or to the Modern Slavery Helpline on 0800 0121 700.

Grant & Stone Ltd have a zero tolerance policy on slavery, and we will take any reports of suspicious activity or practices extremely seriously.

This statement is made in accordance with section 54(1) of Modern Slavery act 2015 and constitutes the Company's slavery and human trafficking statement for the financial year ending 31 March 2020.



Nicolas House
Chief Executive
Date: 31/03/2019