

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Express Electrical Distributors Ltd (*referred* to in this statement as 'the Organisation'). The information included in the statement refers to the 12 months to 31st December 2021.

B) ORGANISATIONAL STRUCTURE

The Organisation is controlled by a Board of Directors and includes 5 branches within England and a website where the business sells products on a wholesaling basis. The Head Office is in Wigan alongside a branch with further branches in Aston, Bolton, Maryport and Stockport and a website. The main activity carried out by the Organisation is selling electrical items to trade. Demand is fairly consistent throughout the year.

The labour supplied to the Express Electrical Distributors Ltd in pursuance of its operation is carried out in the UK in the sites noted above.

C) DEFINITIONS

Express Electrical Distributors Ltd considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does 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 the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United, and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of products relating to electrical trades from various suppliers in the United Kingdom, Europe and China. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

F) POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist where products are imported from countries where protection against breaches of human rights may be limited.

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 supplies goods and/or services to it.

G) 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:

- Evaluate the modern slavery and human trafficking risk of each new higher risk supplier
- Use reputable employment agencies to source labour
- Whistleblowing policy. This is designed to make it easy for workers to make disclosures, without fear of retaliation.

H) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- No suppliers have been identified as being at risk
- No Labour issues have been identified or raised
- No raised any issues via our Whistleblowing process

I) RELEVANT POLICIES

The Organisation has the following policies which further define its stance on modern slavery
Anti-Slavery Policy

J) TRAINING

The Organisation provides the training to staff to effectively implement its stance on modern slavery on an annual basis.

K) SLAVERY COMPLIANCE OFFICER

Responsibility for the Organisation's anti-slavery initiatives is as follows:

- Policies: The Managing Director and in relation to the Organisation's supply Chain the Group Purchasing Manager. All concerns regarding modern slavery should be addressed to either of these individuals, and who will then undertake relevant action regarding the Organisation's obligations in this regard.

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

Date of approval..... 6-1-22

Signed..... 

Date..... 6-1-22

Managing Director