MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION AND POLICY

We are committed to improving our practices to combat slavery and human trafficking.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Modern Slavery and Human Trafficking Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

OUR STRUCTURE AND BUSINESS

Our business is made up of two separate legal entities: Medlock Electrical Distributors Limited and Abbey Cross Trading Limited t/a Medlock Electrical Distributors. Our Head Office is based in Waltham Cross, Hertfordshire, and we have 48 branches in the United Kingdom and two in the Republic of Ireland.

We are a distributor of electrical products to electrical contractors and end users.

OUR SUPPLY CHAIN

All of our main suppliers are based in the UK and/or the European Union. Some of our suppliers import goods from sources outside of the UK and/or the EU and are potentially more at risk from slavery and human trafficking issues. We do not trade directly with any companies based in the highest risk countries.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Monitor potential risk areas in our supply chain.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have in place an approval process which includes a review of the controls undertaken by suppliers.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we request that all of our employees read and understand our Modern Slavery and Trafficking Policy.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

To measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain, we have:

- Central payroll and branch reporting procedures;
- Purchasing group and central supplier approval processes;
- Provided our suppliers with a Modern Day Slavery Questionnaire to complete and reviewed their replies.
- Requested a copy of our suppliers' Modern Slavery and Trafficking Policy where applicable.

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- We will review our supply chain and internal operations on an ongoing basis.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2024.



David Moore, Director
28th April 2023