Anti-Slavery Policy Statement

Williams are an independent plumbing and heating merchant with branches throughout the UK mainland [turnover £126m 2022-2023) and take a zero-tolerance approach to modern slavery and human trafficking.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Williams have committed to ensure that modern slavery or human trafficking is not occurrent within our business or our business supply chain for the financial year ending November 2023

We continue to monitor what we believe are key areas of our operation that could potentially be affected, our suppliers, agency workers and employees. The steps we take to achieve this are:

Suppliers

- We have made arrangements to communicate with new and existing suppliers to ensure that their own practices and processes reinforce anti-slavery policy.
- We reserve the right to terminate or cancel contacts where slavery, servitude or forced labour is suspected or proven.
- Our contracts stipulate specific prohibition of all forms of slavery in line with our own policy.

Employees

- We have made our staff aware of the issue of modern slavery through induction process and continual training.
- We ensure the appropriate checks are made on employment to verify right to work.
- All employees are given contracts which explain their rights and working conditions in plain English.
- All employees are given a payslip which explains rates of pay and any deductions made.
- All our employees and agency workers are paid at the National Minimum Wage rate or above.

Agency workers

- A request will be made to confirm that they have complied with the Act and obtained proof of right to work in the UK.
- Agencies supplying staff to Williams are required to be verified that each worker is acting 'in their own right' and not against their will or control.

The prevention, detection and reporting of slavery or human trafficking is the responsibility of all those working at Williams or under our control. All workers are required to avoid any activity that might lead to, or suggest, a breach of this policy.

All employees are encouraged to raise concerns about any suspected malpractice as early as possible. Concerns should be reported by following the procedures laid out in our *Whistleblowing Policy* without fear of reprisal or reprimand.

It is the responsibility of The Managing Director to ensure that this statement is reviewed and updated on an annual basis, or when there is a change to legislation.

Signature of the Managing Director



Martin Brown
Dated: 11th June 2024