

MODERN SLAVERY STATEMENT 2024

This statement is made in accordance with s.54 of the Modern Slavery Act 2015 and sets out the steps that TradeChoice Carpet & Flooring (“TradeChoice”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. TradeChoice is committed to acting ethically and with integrity and transparency in all business dealings. We are committed to improving our practices to combat slavery and human trafficking.

OUR BUSINESS

TradeChoice is one of the largest national distributors of floor covering products in the UK.

We currently employ over 350 staff and operate over 10 nationwide branches, plus a National Distribution Centre in the Midlands. Our National Distribution Centre has a 100,000-square foot capacity.

TradeChoice supply to a wide range of market sectors, including:

- Residential
- Healthcare
- Leisure
- Education
- Commercial
- Hospitality
- Retail
- New build & refurbishment and renovation

OUR SUPPLY CHAIN

We currently work with over a hundred direct and indirect suppliers. Most of our domestic sector products are supplied from Europe, including our domestic carpet products that are supplied primarily from Belgium and the Netherlands. Our non-domestic sector products generally comprise of a mix of UK manufacturers and overseas owned suppliers with UK distribution centres.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, implementing and enforcing effective systems and controls and acting with due diligence in accordance with the Modern Slavery Act 2015.

As part of TradeChoice’s commitment, we have the following internal policies to ensure that it is conducting business in an ethical and transparent manner:

- Recruitment Policy – this ensures that the Company conducts robust checks on any new employee including eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will
- Whistleblowing Policy – so that all employees can raise any concerns that they might have without fear of reprisals
- Equal Opportunity & Diversity Policy – this includes our supply chain commitment and stakeholder responsibilities
- Grievance Policy – this enables any member of staff to address a complaint or raise a matter of concern

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

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

- Protect whistle blowers
- Allow staff to raise any matters of concern
- Identify and assess high risk areas of the supply chain
- Recruitment and employment principles

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have systems in place to ensure that our supply chain and contractors comply with our values, we are committed to continually improving our practices to combat slavery and human trafficking. These include:

- Mapping our supply chain
- Risk assessment analysis of our supply chain and measuring their effectiveness
- Mitigate the risk of slavery and human trafficking occurring in our supply chain
- Monitor potential risk areas in our supply chain
- An ongoing review of our supply chain and contractual obligations

OUR TEAM

There are several areas of the business that work together in our continuing compliance with the Modern Slavery Act 2015, these include:

- Human Resources
- Procurement
- Supply Chain
- Risk

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we will provide training to our employees.

APPROVAL OF THIS STATEMENT

This statement has been approved by the Board of Directors.

Name: Justin Scarborough

Position: Managing Director

Signature:



Date: 12.07.24