

# Modern Slavery Act –slavery and human trafficking statement

John Nicholls (Trading) Limited is making a modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.

We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.

## About Us

We are an independent, family-owned merchants, providing supplies to the plumbing trades.

At John Nicholls (Trading) Limited, we are unwavering in our commitment to combating modern slavery and human trafficking in all their forms. We acknowledge our responsibility to uphold human rights, promote ethical practices, and create a sustainable business environment that is free from exploitation.

## Our Commitment

We pledge to proactively prevent, identify, and address instances of modern slavery and human trafficking within our operations and supply chains. We stand against any form of forced labour, child labour, human trafficking, and exploitative practices.

## Our Approach

We will conduct regular risk assessments to identify and evaluate modern slavery risks within our operations and supply chains.

We will implement due diligence processes to assess and monitor our suppliers' compliance with anti-slavery and human trafficking standards.

We will provide ongoing training and awareness programs to our employees, ensuring they understand the signs of modern slavery and their role in its prevention.

We will foster an environment that encourages open reporting of any suspicions or concerns related to modern slavery.

We will take prompt and effective action to investigate and address any reported instances of modern slavery, collaborating with law enforcement and relevant authorities as needed.

## Supplier Engagement

Our suppliers are expected to adhere to our anti-slavery and human trafficking standards.

We will work collaboratively with suppliers to promote responsible business practices and ensure compliance with these standards.

## Continuous Improvement

We are committed to continuous improvement in our efforts to prevent modern slavery. Our policy will be reviewed regularly to ensure its effectiveness and alignment with emerging best practices.

## Reporting

We will publish a Modern Slavery Statement that transparently outlines our efforts to combat modern slavery and human trafficking. This statement will reflect our actions, progress, and initiatives.

We believe that our commitment to eradicating modern slavery reflects our dedication to ethical conduct, human dignity, and responsible business. This policy statement is endorsed by Adam England, Managing Director, and is effective from 1 April 2024.