

Modern Slavery Act Statement – Slavery and Human Trafficking

This statement is made on behalf of **John Nicholls (Trading) Limited** pursuant to section 54 of the **Modern Slavery Act 2015** and outlines the steps we are taking to ensure that slavery and human trafficking do not occur within our business or supply chains.

About Us

John Nicholls (Trading) Limited is an independent, family-owned merchant supplying products and services to the plumbing and heating trades. We are committed to conducting our business with integrity and transparency and to upholding the highest standards of ethical conduct.

Our Commitment

We are firmly opposed to all forms of modern slavery and human trafficking. We recognise our responsibility to respect human rights and are committed to preventing exploitation, forced labour, and human trafficking in every aspect of our operations and throughout our supply chains.

Our Approach

To uphold this commitment, we have implemented the following measures:

- **Risk Assessments:** We regularly assess, and review risks related to modern slavery within our business and across our supply chains.
- **Due Diligence:** We maintain processes to evaluate the ethical standards of our suppliers, including compliance with anti-slavery and human trafficking legislation.
- **Training and Awareness:** We provide ongoing training for our employees to help them identify signs of modern slavery and understand how to report any concerns.
- **Whistleblowing and Reporting:** We encourage an open and transparent culture where concerns about unethical practices can be raised in confidence and without fear of reprisal.
- **Response and Investigation:** Any suspicions or reports of modern slavery will be investigated thoroughly and, where necessary, in collaboration with the appropriate authorities.

Supplier Engagement

We expect all suppliers and business partners to comply with our ethical standards, including those related to the prevention of modern slavery and human trafficking. We work closely with our suppliers to promote responsible sourcing and ethical business practices.

Continuous Improvement

We are committed to continuous improvement in our efforts to combat modern slavery. Our policies and procedures are reviewed regularly to ensure they remain effective and in line with evolving best practices and legislation.

Transparency and Reporting

We will publish an annual **Modern Slavery Statement** detailing the actions we have taken to prevent modern slavery and human trafficking. This will include updates on progress, initiatives, and any areas for further development.

We believe that eradicating modern slavery is a collective responsibility and a vital part of our commitment to ethical conduct, human dignity, and responsible business practice.

This statement has been approved by **Adam England**, Managing Director, and is effective from **1 April 2025**.

