

MODERN SLAVERY STATEMENT

A. ORGANISATION

This statement applies to S10 Supplies Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022/23

B. ORGANISATIONAL STRUCTURE

The labour supplied to S10 Supplies Ltd in pursuance of its operation is carried out wholly in the United Kingdom & Channel Islands. The company operates from 1 site in Essex with dedicated warehouse facilities for the receipt and dispatch of goods. Primary areas of business are focussed on Hotels, Hospitals, Schools, and leisure venues.

Goods typically supplied are maintenance products such as, plumbing, electrical, decorating, tools and embroidered clothing. There is also a small on-line direct to consumer sales channel.

Sales are made via an internal telephony-based team calling customers on a regular basis throughout the United Kingdom & Channel Islands.

S10 Supplies Ltd, is controlled by a sole owner who is Managing Director and sales responsible for London. Daily business functions and head of departments report to an operations Director.

Demand for products is consistently high and there is little impact from seasonal variations.

C. DEFINITIONS

S10 Supplies Ltd, considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

D. COMMITMENT

S10 Supplies Ltd, acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. S10 Supplies Ltd, understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

S10 Supplies *does* not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to S10 Supplies Ltd, in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. S10 Supplies Ltd, strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases will exceed minimum standards.

E. SUPPLY CHAINS

In order to fulfil its activities, S10 Supplies Ltd main supply chains include those related to supply of goods from the United Kingdom, Europe & Asia. We understand that most of our supplier's act as an intermediary trader and therefore have further contractual obligations with lower tier suppliers.

F. POTENTIAL EXPOSURE

S10 Supplies Ltd, *considers* its main exposure to the risk of slavery and human trafficking to exist primarily within its clothing supply chain, because this will involve the provision of labour in a country where protection against breaches of human rights may be limited.

G. IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for S10 Supplies Ltd, as it did for others across the nation.

Despite the permitted, delay, S10 Supplies Ltd, remains in a position to publish its statement for the financial year 2022/2023 in line with the original publishing requirements.

S10 Supplies Ltd, concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

S10 Supplies Ltd, use of suppliers dropped significantly since homeworking was swiftly implemented in March 2020 which meant that its premises, from which it usually conducts day to day business, were temporarily closed. Several of our workforce were placed on furlough as a result of the drop in demand for our services, meaning there were no additional temporary labour needs.

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid full pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking. S10 Supplies Ltd, took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence.

S10 Supplies Ltd, modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H. STEPS

S10 Supplies Ltd, carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

S10 Supplies Ltd, has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, S10 Supplies Ltd, has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery.
- measures in place to identify and assess the potential risks in its supply chains.
- undertaking impact assessments of its services upon potential instances of slavery.
- *creating action plans to address risk to modern slavery.*
- *any actions taken to embed a zero-tolerance policy towards modern slavery.*
- *staff awareness relating to our modern slavery criteria.*

I. KEY PERFORMANCE INDICATORS

S10 Supplies Ltd has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in S10 Supplies Ltd, or its supply chain.

New suppliers supply written evidence of anti-slavery policies.

J. POLICIES

S10 Supplies Ltd, has the following policies which further define its stance on modern slavery.

Corporate social responsibility policy.
Recruitment policy.
Supplier code of conduct.

K. TRAINING

S10 Supplies Ltd, provides the following training to staff to effectively implement its stance on modern slavery.

Induction Training.
Ongoing staff awareness campaigns.

L. SLAVERY COMPLIANCE OFFICER

S10 Supplies Ltd, has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action about the company obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval February 2023

**Signed Nigel Cornall
Operations Director.**

Date 27th Feb 2023