

Modern Slavery Act Statement 2024 for L.G.Harris & Co Ltd (Company Registration Number 249316)

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We are committed to improving our practices to combat slavery and human trafficking.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We are committed to the following practices:

- Stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.)
- We will continually evaluate and audit the ethical standards of our suppliers within our product supply chains
- All Suppliers are given a copy of our Code of Conduct
- We are members of BSCI and SEDEX, and will continue to be. Further information can be found on the following links:
 - BSCI - <http://www.bsci-intl.org/>
 - SEDEX - <https://www.sedexglobal.com/>
 - ETI BASECODE - <http://www.ethicaltrade.org/issues/modern-slavery>
- Continually audit & review our practices for checking all supplier's employees are paid at least the minimum wage and have the right to work;
- Encourage the reporting of concerns and the protection of whistle blowers.
- We will not knowingly support or deal with any business involved in slavery or human trafficking.
- We will continue conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.
- Continually improve our policies and processes

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we are putting in place systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we are putting in place a supply chain compliance programme.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff as required. We also require our business partners to provide training to their staff and suppliers and providers where there is a perceived risk.

Our effectiveness in combating slavery and human trafficking

Our Board will conduct a review to bring insights on ways to we can tackle slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for 2024.



Chris Wood, Managing Director

Date

16/11/23