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## **SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

### ORGANISATION'S STRUCTURE

We are a Cable Distributor based in the UK and have an annual turnover of approx. £140m

### OUR BUSINESS

To supply our customer base with cable of high standard.

### OUR SUPPLY CHAINS

Our supply chains consists of a select group of manufacturers mainly abroad that meet the requested standards and quality.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain 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 chain.

### DUE DILIGENCE & RISK ASSESSMENT PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk –

- We limit the geographical scope of our licensed premises to ensure optimum supervision of the use of our property;
- Where possible we build long standing relationships with local and international suppliers and make clear our expectations of business behavior;
- With regards to national or international supply chains, our point contact is with companies who we expect to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for

us to have a direct relationship with all links in the supply chain, ultimately to the copper mines or utility generator.

- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

#### SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and our customers to comply with our values.

#### OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

#### STAFF TRAINING

All staff involved in our recruitment process have been briefed on this policy and carry out the necessary checks to ensure that no acts of slavery are carried out.

All Directors have been briefed on the subject.

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

Morris Lobenstein (Director)