



Smith Brothers Stores Ltd

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Smith Brothers Stores Ltd Modern Slavery Act Statement

This statement is made on behalf of Smith Brothers Stores Ltd, pursuant to section 54 of the Modern Slavery Act 2015. This document outlines the steps the company Smith Brothers Stores Ltd has taken, and is continuing to take to ensure that modern slavery, or human trafficking is not taking place within our business or supply chain.

Modern Slavery encompasses slavery, servitude, human tracking and forced labour. Smith Brothers Stores Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings. We aim to put effective systems and controls in place to safeguard against any forms of modern slavery taking place within our business or our supply chain.

Business and Structure

Smith Brothers Stores Ltd are a large independent plumbers merchant, with over 125 years experience. Our Head Office is based in Blaby, Leicestershire, and including this site we have 21 locations across the UK.

Smith Brothers Stores Ltd is a subsidiary company to our parent company Smith Brothers (Leicester) Ltd.

High-Risk Areas

A potential high-risk area for Smith Brothers Stores Ltd are our international suppliers. We endeavour to substantiate in our initial negotiations, with any national or international supplier, the products we source have originated from a manufacturing process that respects all aspects of the modern slavery act.

Policies

We maintain several internal policies to ensure our business is conducted ethically and transparently. These policies include:

1. **Zero Tolerance for Slavery and Human Trafficking:** We do not tolerate slavery or human trafficking in any part of our business and are committed to preventing it in our supply chains.
2. **Anti-Slavery Policy:** Our anti-slavery policy reflects our commitment to transparency, respect, and integrity in all our business relationships. We implement effective systems and controls to mitigate the risk of slavery and human trafficking.
3. **Supplier Review:** We have reviewed our purchases to understand the nature of our suppliers, including freelancers, consultants, and companies providing goods and services to help us achieve our business objectives.

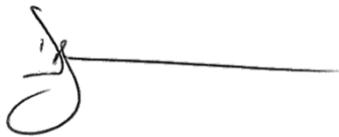
4. **Risk Mitigation in Supply Chains:** We have established systems to reduce the risk of slavery and human trafficking in our supply chains. These systems allow us to assess, identify, address, and monitor risk areas, with enhanced checks applied where higher-risk areas are identified.
5. **Staff Awareness:** To ensure a high level of understanding regarding the risks of modern slavery and human trafficking, we provide regular updates to our staff through internal newsletters, briefings, and both written and oral reminders of best practices.
6. **Supplier Audits:** Whenever possible, our directors or senior managers visit the manufacturing facilities of overseas suppliers to ensure that the highest ethical standards are upheld.
7. **Recruitment Policy:** Our robust recruitment policy includes checks for eligibility to work in the UK for all employees, ensuring we safeguard against human trafficking and forced labour.

Performance Indicators

We will assess the effectiveness of our efforts to prevent slavery and human trafficking in our business and supply chains through the following indicators:

- No reports from employees, the public, or law enforcement agencies indicating the presence of modern slavery practices.

This statement constitutes the firm's modern slavery and human trafficking statement for the financial year ending 30th September 2024. It has been approved by the members and signed on their behalf by:

A handwritten signature in black ink, consisting of a stylized 'D' followed by a horizontal line extending to the right.

David Bryson
Financial Director

29th January 2025