

# Modern Slavery & Human Trafficking Statement

## Introduction

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

Our annual turnover is under the revenue threshold. Although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015. It is our slavery and human trafficking statement for the financial year ending 31 March 2022.

## Organisational Structure, Business and Supply Chains

We are a manufacturer and supplier of fixings, temporary protection and safety products to the construction industry and are an independent company operating mainly within the UK.

Our business comprises one manufacturing unit and warehouse in Sussex and a head office support based at the address below.

Our supply chains are all UK, Europe and Far East wholesale or retail suppliers and manufacturers of fixings, temporary protection, and safety products. Some of our materials or supplies are sourced directly from manufacturers (see separate 'Sustainable Procurement Policy').

## Policy On Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This 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 within our supply chains.

## Due Diligence

We consider ourselves to be a 'low-risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through accredited recruitment agencies. Some of our staff are from outside the UK. However, all have their documents checked to ensure compliance with the Home Office regulations. We also recruit part-time and full-time agency workers through accredited recruitment temporary agencies.

## Assessing and Managing Risk

We have a whistleblowing policy in place. As part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

## Effectiveness in Combating Slavery and Human Trafficking

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values, we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

## Training

We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.

For and on behalf of Bryson Products Ltd

Signed:



Mark Reiner

Chairman

Date: 09 October 2023

Review Date: 08 October 2024