

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

This statement sets out our actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in our business or our supply chains.

This statement relates to actions and activities during the current financial year. SRP Inventories recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Company is fully committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Countries of operation and supply

SRP Inventories operates within the United Kingdom. We have processes in place to assess the risk factors of any new client, relationship or service provision during phase one of the project process, in line with our due diligence activities.

Responsibility

Our responsibility for the Company's anti-slavery initiatives is as follows:

Policies

The director of the Company is responsible for implementing, reviewing and updating an appropriate Modern Slavery Statement.

Risk Assessments

The director of the Company is responsible for identifying where there may be risks within the supply chain that will need to be assessed.

Investigations / Due Diligence

The director of the Company is responsible for organising the appropriate parties to undertake any required investigations and / or due diligence activities.

Training

Training on the risks, indicators, process and consequences of modern slavery are covered within the induction period for all new employees, and then updated as appropriate.

Relevant policies

The Company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

23 Queens Road
Weybridge, Surrey KT13 9UG

Tel: 0203 670 6600

Email: info@srpinventories.co.uk

Website: www.srpinventories.co.uk

- The organisation's employee handbook makes clear to employees the actions and behaviour expected of them when representing the Company. SRP Inventories strives to maintain the highest standards of employee conduct and ethical behaviour.
- The Company is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The Company works with suppliers to ensure they meet the standards of the code and improve working conditions where required. However, serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship.
- The Company uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

SRP Inventories undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence and reviews include:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking.
- Online searches to ensure the particular organisation has never been convicted of offenses relating to modern slavery.
- Evaluating the modern slavery and human trafficking risks of each new supplier [this may be part of a more general human rights or labour rights assessment].
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They take steps to eradicate modern slavery within their business.
- They pay their employees at least National Minimum Wage/National Living Wage (as appropriate).

We may terminate the contract at any time should any instances of modern slavery come to light.

The director is responsible for ensuring that SRP Inventories stays within the legislation and meets all its duties. The director is also responsible for the ongoing prioritisation of this policy as part of our value set and the growth of our business.

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