

Rinus Roofing Supplies Limited
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 national stockist and distributor of roofing materials with our head office based in the UK and all trading outlets in the UK.

The company has annual turnover in excess of £36m.

Our Business

Our business has a head office plus twenty one trading branches located across the UK.

Our Supply Chains

Our supply chains include the sourcing of materials principally related to the roofing industry.

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.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk :

- Branches are visited on a regular basis by members of the senior management team to ensure optimum supervision of the use of our branches
- Where possible we build long standing relationships with our suppliers and make clear our expectations of business behaviour
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities 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 (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- We have in place systems to encourage the reporting of concerns and protection of whistle blowers.

Supplier Adherence to our Values

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

The Directors and branch managers are responsible for compliance in their respective branches and for the supplier relationships.

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 relevant members of staff. All Directors have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators 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 :

- Completion of Branch Reviews/ Audits by senior management
- Use of labour monitoring and payroll systems, and
- Level of communication and personal contact with next link in supply chain and their understanding of, and compliance with, our expectations

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

Ian Leigh
Managing Director
Rinus Roofing Supplies Limited