

ROPER RHODES[®]

BATH

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

The Modern Slavery Act 2015 requires any commercial organisation carrying on business in the UK with a total annual global turnover of £36m or more to produce a slavery and human trafficking statement for each financial year of the organisation. The statement must be published on the organisation's website and a link to the statement must be in a prominent place on the home page.

Modern Slavery is a term which encompasses slavery, servitude and forced or compulsory labour. Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited.

This statement sets out the steps that Roper Rhodes has taken during the financial year 2015-2016 to ensure that modern slavery and human trafficking is not occurring in our organisation or in our supply chains.

ORGANISATIONAL STRUCTURE AND ACTIVITIES

Roper Rhodes is a family operated business with a strong commitment to our staff and our local community. The company operates out of its head office in Bath and its distribution centre in Portbury.

Our Management Systems are modelled upon ISO standards aimed at delivering continuous improvements over time. We set Policy Objectives over the issues to be managed; we set annual measurable goals (targets), and determine the action required to meet those goals. We check our progress to ensure our policy objectives and set goals are being achieved.

SUPPLY CHAIN STRUCTURE AND ACTIVITIES

Our products are shipped in from Europe by road and sea and from China by sea freight and then road.

DUE DILIGENCE

Effective business practices are in place to ensure effective reporting and action to address modern slavery. These include:

- Group factory evaluation reports
- Proof of minimum working age requirements.
- Risk management processes
- Grievance policy
- Company culture of respect for human rights and zero tolerance of modern slavery throughout the organisation.

POLICIES

The Company had a comprehensive set of policies that ensure that both our employees and our suppliers adhere to strict guidelines. These include;

- Supplier evaluation policy
- Ethical audits
- Corporate Social Responsibility policy

TRAINING

All employees are informed of this policy along with all others upon joining the Company. Any changes are communicated Company wide and any position which has responsibilities that correlate to the contents of this policy are to receive specific training.

This statement has been approved by the company's director.