

REECE GROUP LIMITED**SLAVERY AND HUMAN TRAFFICKING STATEMENT AS REQUIRED UNDER S54 OF THE MODERN SLAVERY ACT FOR THE FINANCIAL YEAR ENDING 2019****INTRODUCTION**

Reece Group Limited and its subsidiaries (“RGL” or “the Group”) are committed to ensuring that all of their business dealings are carried out in full compliance with relevant laws and, in doing so, endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited. RGL is committed to improving its practices to combat slavery and human trafficking and has taken significant steps in the Financial Year to promote and improve its ongoing commitment to eliminating abuse and exploitation in the workplace as detailed in this Statement.

1. ORGANISATION'S STRUCTURE

The Reece Group is the holding group for a range of innovative engineering companies that operate across the globe from a head office in Newcastle upon Tyne England.

The Group’s business is organised into 4 operating subsidiaries each of which is responsible for its own procurement.

2. OUR SUPPLY CHAINS

Our supply chains include

- Raw materials and manufactured goods
- services (such as cleaning) and professional consultants
- outsourced IT hardware and software services.

As procurement is not a centralised function, we have established a working group comprising of a procurement specialist from each subsidiary to implement the due diligence and contractual processes referred to below to give effect to RGL’s anti-slavery and trafficking policy.

3. 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 due diligence and contractual compliance in an effort to ensure slavery and human trafficking is not taking place in our supply chain.

4. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

1) We continue to monitor suppliers we believe present high modern slavery risks in our supply chain, particularly where those goods and materials are acquired from suppliers in high risk countries.

2) In order to mitigate the risk of slavery and human trafficking occurring in our supply chains our procurement strategies will be updated through the introduction of a Supplier Code of Conduct and new terms in our Standard Terms of Purchase for Goods and Services both of which will include specific obligations under the MSA.

5. SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors support our values on this subject we require our Suppliers to abide by RGL's anti-slavery and trafficking policy (or their own equivalent) via our standard contract terms.


6. TRAINING

We have researched training courses and will commence the delivery of training, which will alert colleagues to high risk suppliers, the risks of slavery and human trafficking occurring and how to be alert to its existence, in the 2019/20 Financial Year.

All RGL colleagues have access to a whistleblowing process which will allow them to report any concerns that they may have in a confidential and secure manner.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2019.

Signed:



Ryan Lamb
Finance Director
Reece Group Limited

Dated:

28/03/2019
