



## **Modern 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. Our staff are expected to report concerns and management are expected to act upon them.

### **ORGANISATION'S STRUCTURE**

Scott Direct the trading name of Scott Direct Ltd is a wholly owned subsidiary of our parent company, Scott Group Investments Limited which has its head office in the UK.

### **OUR BUSINESS**

Scott Direct provides an extensive choice of products and services to trade and industry, our core range includes; Hand and Power Tools, Personal Protection Equipment, Workwear, Uniforms and Waterproof Apparel. Central to our business is the application of company logo's and corporate brand identity to a comprehensive variety of work related garments.

### **OUR SUPPLY CHAINS**

Scott Direct's supply chain has been developed through many years of industry experience. Scott Direct has collaborated with a leading UK University, The Supply Chain Sustainability School and Industry Supply Chain Professionals to devise a program for supplier selection. Scott Direct's selection process incorporates measures which ensure we understand our suppliers commitment to; ethical trade, sustainability, and impact on the environment as well as prevention of modern slavery and human trafficking.

### **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 does not exist anywhere in our supply chains.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we:-

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.



- Build long standing and stable relationships with our supply base and make clear our requirements of business behaviour and our expectations that our business partners adopt suitable anti-slavery and human trafficking policies and processes.
- Have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

### **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking and we expect all those in our supply chain and contractors to comply with our values. We are committed to a supply chain compliance programme.

### **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 our staff and expect our business partners to provide similar training to their staff and suppliers.

### **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We use the following key performance indicators (KPIs) 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:

- Compliance audit programme
- Use of labour monitoring and payroll systems
- Communication and personal contact with 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 Scott Direct's slavery and human trafficking statement for the current 2017 financial year.

**Signed:-**

A handwritten signature in black ink, appearing to read "Rob Sayles", is written over a light grey circular watermark.

**Rob Sayles**  
Managing Director

**Date: 01/01/2018**