

Modern Slavery Statement 2021

Introduction

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 2021-2022 to ensure that modern slavery and human trafficking is not occurring in our organisation or in our supply chains.

Organisational Structure & Activities

Roper Rhodes was founded in 1979 and has grown from a small family business to being one of the UK's leading independent suppliers of bathroom furniture and products.

The Roper Rhodes Group incorporates all of the brands and ranges we sell:

- Roper Rhodes
- R2
- Tavistock

We have approximately 190 employees over two sites:

- Head Office in Bath
- National Distribution Centre in Portbury, Bristol

Within each site we have the following departments:

- Head Office:
 - Directors
 - Customer Service
 - New Product Development
 - Finance
 - IT
 - Marketing Communications
 - Supply Chain
- National Distribution Centre:
 - Warehouse
 - Quality Control
 - HR
 - Product Displays

We also have a field sales force who cover England, Ireland, Scotland and Wales.

We are a Business to Business organisation selling our products to Bathroom showrooms across the UK. Our products are designed in the UK and manufactured around the world (please see Supply Chain information below)

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

We have Supply Chain team of 6 employees who work with our suppliers to ensure efficient delivery of our products by:

- Planning delivery timetables
- Ensuring stores have enough stock
- Making sure suppliers have enough stock to meet demand
- Overseeing the ordering and packaging process
- Monitoring stock levels
- Tracking products through depots to make sure they arrive at their destination
- Overseeing arrival of shipments

We currently deal with suppliers from the following countries:

- China
- Germany
- Vietnam
- UK
- Italy
- Turkey
- Bulgaria
- Spain
- Taiwan
- Poland

Roper Rhodes Limited and its group companies are absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains, including those of its sub-contractors and partners, are free from slavery and human trafficking.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

Due Diligence

As part of Roper Rhodes's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The Company will not support or deal with any business knowingly involved in slavery or human

trafficking.

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

Roper Rhodes Policies & Procedures

The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

This policy statement will be reviewed annually, updated as appropriate, and published.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Management System. The implementation and operation of this management system underlines our commitment to this policy.

The following policies exist within the business and link to the company stance on Modern Slavery & Human Trafficking:

- Modern Slavery Policy
- Recruitment Policy
- Disciplinary Policy
- Grievance Policy
- Anti-Corruption & Bribery Policy
- Social Media Policy
- Whistleblowing Policy

Training

This statement and accompanying policies are made available to all employees when they join the company. Any changes are communicated across the company and training provided if needed.

Risk Assessments

We conduct an Annual Factory Evaluation Report which incorporates an Ethical Assessment. This is conducted with all suppliers and the data then collected and evaluated. No risk was identified 2019 / 2020 financial year, evaluation and assessment was reduced due to the pandemic and staff furloughing, for review in 2021.

Approval

This statement has been approved by the company's board of directors.