

Modern Slavery and Human Trafficking Statement

Steve J Martin Ltd

Introduction

Steve J Martin Ltd is committed to ensuring that modern slavery and human trafficking do not occur within our organization or our supply chains. This statement sets out our approach to addressing modern slavery and human trafficking risks.

Our Commitment

We are committed to:

- Complying with all applicable modern slavery and human trafficking laws and regulations.
- Taking steps to prevent modern slavery and human trafficking within our organization and supply chains.
- Conducting due diligence on our suppliers to assess and address risks.
- Promoting ethical business practices throughout our organization and supply chains.

Due Diligence

We will conduct due diligence on our suppliers to assess and address risks of modern slavery and human trafficking. This will include:

- Identifying potential risks in our supply chains.
- Conducting risk assessments of suppliers.
- Implementing measures to address identified risks.
- Monitoring and reviewing supplier performance.

Supplier Standards

We will require our suppliers to adhere to our Supplier Code of Conduct, which includes provisions on:

- Labor rights
- Ethical sourcing
- Environmental protection
- Anti-corruption

Training and Awareness

We will provide training and awareness-raising activities to our employees and suppliers on modern slavery and human trafficking. This will include information on:

- What modern slavery and human trafficking are
- How to identify and report potential cases
- The importance of ethical business practice

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Reporting and Remediation

We will have a reporting mechanism in place for employees and suppliers to report any concerns about modern slavery or human trafficking. Any reported incidents will be investigated promptly and appropriate action will be taken.

Review and Improvement

This statement will be reviewed annually to ensure its effectiveness. We will continuously improve our approach to addressing modern slavery and human trafficking risks.

Further Information

For further information about our approach to modern slavery and human trafficking, please contact Human Resources Manager at hr@stevejmartin.co.uk

Responsibilities:

- **Management:**
 - Develop and implement the modern slavery statement.
 - Ensure adequate resources are allocated for modern slavery risk management.
 - Monitor and review compliance with the statement.
 - Investigate any reported concerns of modern slavery or human trafficking.
- **Procurement:**
 - Conduct due diligence on suppliers to assess modern slavery risks.
 - Ensure that suppliers adhere to the organization's Supplier Code of Conduct.
 - Monitor supplier performance and address any concerns.
- **Human Resources:**
 - Ensure that all employees are aware of the modern slavery statement and their responsibilities.
 - Investigate any reported cases of modern slavery or human trafficking within the organization.
 - Provide training and awareness-raising on modern slavery and human trafficking.
- **Employees:**
 - Comply with the modern slavery statement and report any concerns about potential violations.
 - Participate in training and awareness-raising activities.

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Review and Improvement: This statement will be reviewed annually to ensure its effectiveness. We will gather feedback from employees, suppliers, and other stakeholders to identify areas for improvement. We will implement necessary changes to strengthen our approach to modern slavery and human trafficking.

Steve Martin
Company Director

Steve Martin