**MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

1. **INTRODUCTION**

This statement sets out 3 Line Electrical’s approach to understanding and addressing any potential slavery and human trafficking risks within its business and supply chains. 3 Line Electrical takes this matter seriously and is committed to improving our practices to combat slavery and human trafficking.

This statement relates to actions and activities during the financial year May 2023 to April 2024.

1. **OUR BUSINESS**

We are an independent Electrical Wholesaler with 13 branches and approximately 120 employees across the UK. We supply both electrical contractors and installers of all sizes, as well as commercial/industrial users, housing associations, schools and colleges, the health and care sector, facilities managers, agricultural users and many more types of customers, including the general public. We supply a wide range of quality electrical products at competitive prices, backed up with knowledgeable customer service.

1. **POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or any part of our business. We have several policies and procedures in place to support our anti-slavery commitment. Please see below for an outline of some of these key policies:

**Whistleblowing**

Our Whistleblowing policy sets out the internal process to follow for employees to make a disclosure should they observe any misconduct including the mistreatment of our people. Employees are encouraged to talk to their line manager in the first instance, or if they are not comfortable in doing so then they should talk to a director.

**Conduct and Standards Policy**

This policy applies to all employees and sets out the minimum standards of behaviour that we expect of them and the consequences of anybody failing to abide by these standards.

**Recruitment Policy**

3 Line Electrical aims at all times to recruit the person who is most suited to the particular job.  Recruitment will be solely based on the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, experience and skills will be assessed at the level that is relevant to the job.

The company is committed to applying its equal opportunities policy at all stages of recruitment and selection. Shortlisting, interviewing and selection will always be carried out without regard to gender, gender reassignment, sexual orientation, marital or civil partnership status, colour, race, nationality, ethnic or national origins, religion or belief, age, pregnancy or maternity leave or trade union membership.

Any candidate with a disability will not be excluded unless it is clear that the candidate is unable to perform a duty that is intrinsic to the role, having taken into account reasonable adjustments. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of their disability.

The HR Director ensures that all employment contracts and Right to Work checks have been properly completed.

1. **PROCESSES FOR PREVENTING SLAVERY AND HUMAN TRAFFICKING IN OUR BUSINESS**

We are a UK employer subject to UK employment laws and have well developed practices and controls in place to prevent the risk of modern slavery occurring in our business. These practices are under constant review to ensure continuous improvement. The following is a brief summary of our internal processes and controls:

**Permanent Employees**

All recruitment for permanent and fixed-term employees is managed through the HR Director. All candidates are vetted by the Hiring Manager following guidance from the HR Director before they are processed as an employee. The HR Director issues all employment contracts and ensures Right to Work checks have been properly completed and that the candidate has been met in person.

**Temporary Employees**

We will occasionally use temporary labour in our operations (e.g. warehouse operatives and drivers).

Where temporary labour is used, to control any risk of modern slavery, (where possible) we channel temporary appointments through a handful of centrally approved agencies. The nominated agencies are all highly regarded with good reputations and have implemented robust recruitment processes to help ensure that there is no existence of modern slavery in any temporary/agency appointments, e.g. through vetting of a candidate’s identify, Right to Work documents, bank account and employment history.

**Whistleblowing**

Anybody within our business who has a suspicion of modern slavery is encouraged to speak to their line manager, HR department or a director of the business. As a matter of policy, we will support any Whistleblower who raises a genuine concern, even if they turn out to be mistaken.

1. **OUR SUPPLY CHAINS**

We purchase goods and services from UK based suppliers. We have established strong and long-lasting relationships with a mix of global market leading manufacturers and local (UK) SMEs.

All suppliers of goods stocked for resale are managed centrally by our Commercial department.

We are committed to ensuring that we only partner with suppliers that respect 3 Line Electrical’s core values.

We do recognise that there is a risk of modern slavery occurring in our supply chain and we are continually working with our partners to implement further checks to mitigate and reduce this risk even further.