

Modern Slavery & Human Trafficking Statement

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and the wider supply chain. We expect our employees to report concerns and management 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

As a distributor, 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 (PPE), uniforms, protective clothing and a corporate branded workwear service.

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 supplier selection program. Scott Direct's selection process incorporates measures that ensure we understand our suppliers' commitment to; ethical trade, sustainability, and impact on the environment and prevention of modern slavery and human trafficking.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and 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.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero-tolerance for 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 according to section 54(1) of the Modern Slavery Act 2015 and constitutes Scott Direct's slavery and human trafficking statement for the current 2021 financial year.

Rob Sayles
Managing Director

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