

## **Principal Building Products Limited**

### **Modern Slavery Act 2015 Transparency Statement 2023-2024**

**Our statement is made pursuant to Section 54(1), Part 6 of The Modern Slavery Act 2015**

**(the Act) and sets out the steps Principal Building Products Limited have taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.**

#### ***Introduction***

Principal Building Products has a zero-tolerance to slavery and human trafficking and is committed to improving our practices to ensure that modern day slavery and human trafficking does not take place in any part of our own business or supply chain.

We believe that the risk of modern slavery in our supply chains is medium to low, however, we continue to focus on our processes and policy. Our business recognises the unacceptable impact of modern-day slavery on people and society, and we are committed to prevent these harmful practices. Additionally, we expect the same focus from our suppliers, contractors, and any business partners.

#### ***Organisation and Business Model***

Principal Building Products has become a respected and substantial supplier of quality construction products to Builders Merchants throughout the UK. We deliver and supply products that are both manufactured to our strict specifications and supplied from third parties. We have a wide range of product categories for building products, including but not limited to housebuilding and construction products that include roofing, plastering, fixings, ventilation, groundwork, brickwork drainage and weed control geotextile products.

In the thirty years we have been trading we have refined and added to our product offering to ensure we stay at the cutting edge of the market in terms of quality and price. Now trading from our facility in Rotherham, the company offers a huge range of products and remains committed to supplying the market only via bona fide Merchants.

We still believe people prefer to deal with people so our staff members are knowledgeable and helpful, with the technical expertise to ensure our customers can rely on us. We will deliver the right product - on time! Where required we can deliver next day anywhere in the UK. Still proud to be in

family ownership, the company will always maintain its customer focused philosophy and pride itself on delivering real value.

Principals is of medium to low risk of modern slavery and human trafficking. We procure and supply goods and have oversight of this process. Where materials and goods are supplied from overseas and/or the UK, we regularly review and visit (subject to the prevailing restrictions relating to the COVID-19 pandemic) and/or engage remotely to review our suppliers.

### ***Suppliers***

Although slavery is illegal in most countries, it does unfortunately still exist. We engage reputable suppliers, with whom we foster long-term relationships and who share our values. New suppliers are risk-assessed and are asked to complete our compliance questionnaire. In addition, we have an ongoing oversight and review of key suppliers.

We ensure that contracts are in compliance with relevant laws and regulations. We look to ensure that our suppliers complete our procurement questionnaire that seeks a commitment to uphold our requirements around protecting the environment and social behaviours in our supply chain. Commitments on opposing modern slavery are also required.

As an absolute minimum we expect the following from our supply chain:

- No forced, bonded or forced/involuntary prison or child labour;
- Workers to have rights for free association and bargaining;
- Clean, safe, and hygienic working conditions;
- Working hours to comply with national law and industry standards;
- The prohibition of physical abuse or discipline, the threat of physical, sexual, or other harassment and verbal abuse or other forms of intimidation.

### ***Supply chain overview and Due Diligence process***

Principal Building Products is committed to have a transparent approach to ensure that its businesses and supply chains adhere and comply with the prevention of any aspect of slavery, as set out in The Modern Slavery Act 2015.

The company already has control processes in place to ensure it complies with statutory regulations, including, where relevant (but not limited to): risk assessments; engagement with suppliers; contractual provisions; factory tours and visits. We also carry out supplier pre-screening where appropriate.

### ***Risk Factors***

The highest risk areas are those where low skilled workers are employed in a high-risk country. Risks also arise when a fee is charged for the supply of labour by an agency.

## ***Our People***

Recruitment to fill vacancies is carried out in line with our internal guidance and we ensure we attract a broad range of candidates and that we hire the right person for the role. We also ensure that all new hires demonstrate their Right to Work checks. We have recruitment policies and clear standards of conduct in our Employee Handbook.

## ***Training***

We have provided training to key employees on the Modern Slavery Act and they are encouraged to report any concerns. In addition, we have an Employee Whistle-blowing telephone line that all employees have access to use. This provides a confidential route for employees to seek advice about any issues personally affecting them or their families and it could also cover any concerns about modern slavery or human trafficking. There have been no such incidents reported in the year ended 31<sup>st</sup> September 2023.

## ***Anti-Modern Slavery Policy***

Principal Building Products has a zero-tolerance approach to modern slavery and human trafficking and is committed to act ethically and to comply with all laws and regulations which are relevant to the business and in all countries where the business operates.

The business expects its suppliers to hold their own suppliers to the same high standards. Principal Building Products has an Anti-Modern Slavery and Human Trafficking Policy. This policy complements the Business Ethics, Whistle-blowing and Anti-Bribery & Corruption policies the Company already has in place.

As part of our Whistle-blowing and Modern Slavery training we include the signs to look for to identify forced labour. Team members are encouraged to raise any concerns and to report this to their line manager or to the Managing Director.

## ***Progress in 2023***

### ***Training***

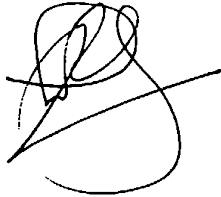
We provide in house training to make sure there is adequate awareness. Anti-modern slavery training has been added to our induction training materials Performance Measurement Additional employees have been targeted for training in 2024, we are widening our training plan to include new staff and more of the wider workforce, to ensure there is awareness of modern slavery. We will also look to ensure that suppliers support our aims as set out in the Modern Slavery Statement and our Policies.

### ***Risk Assessments***

We have reviewed how we authorise and check any suppliers of temporary labour. In addition, we have reviewed our suppliers' list to identify any particular supply chains that are more exposed to a modern slavery risk.

This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015 and constitutes our companies Slavery and Human Trafficking Statement for the financial year ended 31<sup>st</sup> September 2023.

Signed

A handwritten signature in black ink, appearing to be 'SR', written over a horizontal line.

23<sup>rd</sup> Dec 2023

Stuart Riley  
Managing Director  
Principal Building Products Limited