

# MODERN SLAVERY STATEMENT

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Although RGR Memorials, WT Drage & Sons and Little Angels does not meet the requirements of the Modern Slavery Act 2015 that would legally require the organisation to produce a slavery and human trafficking statement, we recognise the importance of preventing modern slavery and therefore we will voluntarily produce an annual slavery and human trafficking statement.

## A) ORGANISATION

This statement applies to RGR Memorials, WT Drage & Sons and Little Angels (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2024-2025.

## B) ORGANISATIONAL STRUCTURE

The organisation is based in Old., Northamptonshire. This is our only base. Our masons cover all of England and Wales. Clients can come into our Offices and place an order, or make contact via our website or telephone. Demand for our products is consistent and work is not seasonal.

## C) DEFINITIONS

The organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant

employment legislation in the UK and in many cases exceeds those minimums in relation to its employees.

## **E) SUPPLY CHAINS**

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of granite, marble and related goods from various suppliers in both the United Kingdom, China and India. We are dedicated to ensuring that modern slavery, in any form, is not present within our supply chain, and we are taking all necessary steps to mitigate the risk of exploitation. This includes sourcing granite responsibly from suppliers in China and India and ensuring they adhere to ethical labour practices.

## **F) POTENTIAL EXPOSURE**

The organisation considers its main exposure to the risk of slavery and human trafficking to exist in its granite and marble supply chains because the extraction process of the stone and location of the quarries could pose a higher risk in the supply chain of modern slavery.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **G) STEPS**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Limiting the number of suppliers of any particular service (particularly those of higher risk) in order to focus on engagement and risk management with a smaller number of suppliers, whilst at the same time balancing this with the risk of reliance on any one supplier
- Building trusted and long-standing relationships with our key suppliers
- Concentrating our immediate supply chain within UK geography, where possible and appropriate
- Upskilling key members of our business in relation to modern slavery i.e. those who are best placed to manage and mitigate risks in this area, such as those involved in procurement and ongoing supplier management
- Reviewing the supply chain as a specific risk with any businesses we intend to acquire
- Reviewing changes to our suppliers' supply chain as part of quarterly supplier performance and strategy meetings

- Following best practice in our own recruitment processes, including reference checking and screening protocols, along with other robust identity checking methods

## **H) KEY PERFORMANCE INDICATORS**

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Logging and monitoring the number of suppliers we have for each product and service we offer, in order to continually understand our supply chain risks
- Logging, monitoring and escalating any suspected instances of modern slavery (including through our whistleblowing and speak up processes)
- External assurance from industry experts, as required

## **I) TRAINING**

In order to ensure that workers in our business, and suppliers to our business, have an effective understanding of the risks of modern slavery and human trafficking, we have introduced an anti-slavery and human trafficking policy. The policy has been communicated throughout the business, and we include it in our induction programme for new starters.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Date of approval...22<sup>nd</sup> January 2025**

Signed *James Roche*

**Director**

**Date.....22<sup>nd</sup> January 2025**