



Anti-Slavery Policy Statement

NMBS Ltd has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

Company structure

NMBS Ltd is a buying group representing over 1100 Independent Builders Merchants, purchasing a wide range of building products from across the UK, including suppliers with imports from across the world.

As such, NMBS Ltd has an extensive supply chain and we procure goods and services in excess of £1.83Bn per year. We work with a wide range of different suppliers, distributors and partners each of which will have their own subcontractors, affiliates and associate entities. NMBS Limited therefore is connected to multiple entities (for instance India, USA and mainland Europe) through numerous contractual relationships across many countries.

Due diligence processes

We have:

- Made our staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking;
- Told staff what to do if they suspect a case of slavery or human trafficking;

- Made arrangements to contact suppliers and partners in potentially higher risk categories to check what assurance arrangements they have in place;
- Commenced a revision of our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation;
- We operate a whistle-blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals;
- Recruitment Policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK Checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31/12/20.