



Design : Create : Inspire

Modern Slavery Act Statement

The Modern Slavery Act requires companies to produce a statement that describes what actions they are taking to address modern slavery in their operations and supply chains. This is not intended to be, and should be approached, as a compliance exercise. Rather, companies are encouraged to take the necessary time and effort to consider their existing processes and practices related to modern slavery, as well as labour standards more generally. An effective, informative and substantive statement will address and report on modern slavery in the context of a broader human rights due diligence context.

The Modern Slavery Act 2015 came into effect on 29th October 2015. The Act requires Corporate Companies supplying goods or services to the UK, and who have an annual turnover exceeding £36 million, to disclose information regarding their policies to eradicate all forms of slavery (including child, bonded & forced prison labour) and human trafficking. Section 54 of the Act specifically requires a Corporate Company to demonstrate ethical transparency within their supply chain, and within their business.

Supply chain ethics

In 1998, a group of UK companies, NGOs and trade union organisations, with the backing of the then Secretary of State for International Development Clare Short, launched a radical approach to protecting workers' rights in global supply chains. Their aim was to build an alliance of organisations that would work together to define how major companies should implement their codes of labour practice in a credible way - and most importantly, in a way that has maximum impact on workers. The companies that joined ETI in 1998 were ASDA, Premier Brands, The Body Shop, Littlewoods and Sainsbury's, and BBS Natural Stone are among those companies now totalling over 90 members. The ETI base code is recognised by the FCO, UNHCR and HM Government as a standard for delivering ethical transparency within its supply chains.

Human Rights are fundamental principles which allow an individual to lead a dignified and independent life, free from abuse or violations. These values are embedded in quality companies and businesses throughout the UK and BBS Natural Stone will not allow any drop in these standards or allow deviation from these principles throughout our supply chains. Any violation of the principles will be fully investigated and acted upon. Throughout its entire supply chain, BBS are aligned with the representative standard for Corporate Companies to demonstrate the practice of Business and Human Rights. These standards are outlined within the UN Guiding Principles for Business and Human Rights which is a framework based on Protect-Respect-Remedy which prohibits slavery (including child, bonded & forced prison labour), and human trafficking. Our continuous work with NGOs and Trade Unions around the globe ensure our work is supported by the correct standards and is independently verified.

The zero-tolerance policy towards slavery adopted by BBS Natural Stone is part of our Ethical Trading Initiative (ETI) reporting. As part of our globally accepted auditing procedures the ETI Base code is the centre of where our work begins.

The 9 Base Code Principles of ETI

1. Employment is freely chosen
2. Freedom of association
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

The base code enables companies to build on the minimum requirements for ethical transparency, human rights, and slavery. BBS Natural Stone are an active member of the ETI group forum meeting other companies committed to the ethical cause. This forum allows ideas to be shared and experiences expanded on to enable companies to demonstrate their clear and understood ethical purchasing.

BBS Natural Stone are a global company with supply chains around the world. Our sources are varied and diverse meaning we understand cultural differences and how these tie into our expected standards. Our supply chains have without exception, been issued with the ETI base code as a bare minimum of what we will accept, and we are continuously striving for higher ethics through dialogue and training to create a team ethos throughout our chain. We expect our suppliers not to be involved in forced, bonded, or indentured labour, child labour, involuntary prison labour, slavery, or trafficking of persons of any age at any tier of the supply chain. This includes transporting, harbouring, recruiting, transferring, or receiving or persons by means of threat, force, coercion, abduction or fraud for labour or services. Suppliers, as employers or agents, may not hold or destroy employees' identification or immigration documents, such as passports or work permits, unless required by law. Employers and agents may not use misleading or fraudulent practices during the recruitment of employees. Workers must not be required to pay employers' or agents' recruitment fees or other related fees for their employment. Workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment and any hazardous aspects of the work. Employers must not use threats of violence, harassment, and intimidation, or restrict workers' freedom of association or freedom of movement within or outside of company workplaces or facilities. All work, including overtime, must be voluntary, and workers shall be free to terminate their employment and leave work at any time.

Our employees

BBS Natural Stone holds regular in-house training for all employees, enabling everyone to be up to speed with the latest initiatives and guidelines. Our commitment at BBS Natural Stone in expanding and encouraging knowledge on human rights, ethical trading and modern slavery is continuous.

BBS Natural Stone continually review and update its policies and procedures as required, to ensure it continues to put workers first. Working with the ETI and collaborating with other UK companies, BBS Natural Stone will continue to inform on its ethical trading around the world.

Kevin Hives – Director

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