

Russell's (Kirbymoorside) Limited Modern Slavery Statement for Financial Year ended 31st October 2017 issued pursuant to Section 54 of the Modern Slavery Act 2015

Background

The Modern Slavery Act introduced on 29th October 2015 requires businesses which supply goods or services in the UK, and have an annual turnover exceeding £36m, to disclose information regarding the policies and practices that they have put in place to eradicate slavery from their direct activities and their supply chain.

Russell's (Kirbymoorside) Limited recognises that modern slavery is still a great issue in modern society. Modern slavery is an overarching term to describe all forms of contemporary slavery including human trafficking, slavery, servitude, forced, bonded and child labour. This statement sets out the steps our organisation has taken and will take in the coming year, to address the issue. It covers our own workforce and how we will address modern slavery in our supply chains.

Organisational Structure

Russell's (Kirbymoorside) Limited is a private limited company based in North Yorkshire. The business is involved in the sale, hire and maintenance of Agricultural, Groundscare and Construction equipment through eight depots located across Yorkshire and the Midlands. We represent more than twenty franchises and the business employs 130 people.

Russell's (Kirbymoorside) Limited Policies

Russell's (Kirbymoorside) Limited takes its commitments under the Modern Slavery Act very seriously and is committed to providing good working conditions for its employees, according to recognised standards, and to protecting their health and safety.

We have a thorough set of employment related policies and procedures that prevent any possibility of modern day slavery occurring within our workforce. Our recruitment policy and processes are regularly reviewed for compliance with legislation. We have adopted an Environmental, Anti-Bribery and Corruption, Health and Safety, Employee Code of Conduct and Human Rights policy all with the aim of reducing the risk of any form of modern day slavery.

Our Supply Chains

We purchase from over 400 different suppliers each year. These suppliers range from locally based small businesses through to large global organisations. The vast majority of our purchases are from suppliers based in the UK, The Walk Free Foundation (who campaign on modern slavery) have profiled modern slavery risks in the UK, and UK based industrial supply chains are not a common source of modern slavery. Whilst we cannot categorically state that there is no modern slavery in our suppliers, we assess the risk of this being low.

Our main supplier is CNH Industrial and they have their own comprehensive modern day slavery statement which can be viewed on line at cnhindustrial.com. They supply by value over 50% of our purchases as a business.

Due Diligence Processes

Russell's (Kirbymoorside) Limited have introduced a number of measures to ensure we are aware of any potential issues both within our business and within our supply chain. The directors and management team have been briefed on the subject and we provide training to relevant members of staff. We display transparent and fair behaviour to our staff, protecting their human rights and we comply with legislation relating to fundamental rights at work.

The CEO is the person with overall responsibility for compliance on behalf of the business in relation to tackling Modern Slavery. Any concerns from suppliers, customers or staff or any third parties regarding Modern Slavery in relation to Russell's (Kirbymoorside) Limited should be directed to Paul Russell, CEO, in the first instance.

This statement has been approved by the Board of Directors and will be reviewed annually.

As part of our ongoing commitment, we will continuously monitor our behaviour and those of our suppliers to minimise the risk of any form of Modern Slavery.



Paul Russell

Chief Executive Officer



Bob Whitehead

Company Secretary