

## Modern Slavery and Human Trafficking Statement 2024-2025

### Introduction

This statement sets out R&M Williams (Holdings) Ltd.'s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year of 2023 to 2024.

As part of the construction and building maintenance industries, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We all have a responsibility to be alert to the risks, in our business and in the wider supply chain. All employees are expected to be aware of and to follow the guidance outlined in the company's Anti-Slavery and Human Trafficking Policy and to report concerns.

R&M Williams take this subject very seriously and we update our policy and refresh the training of our staff on this subject on a yearly basis. Section 54 of the Modern Slavery Act of 2015 requires all commercial companies to produce an annual supply chain transparency statement with the aim to eradicate modern slavery and human trafficking or exploitation of the labour market.

Managers of the company are required to act whenever any concerns are raised whether from within or from outside of the business.

### Organisational structure

This statement covers the activities of R&M Williams (Holdings) Ltd: We are a building contractor based in Cardiff & Swansea, carrying out new build construction, refurbishment and maintenance within Wales and the West of England.

R&M Williams has an annual turnover in excess of £30 million.

### Our Policies on Slavery and Human Trafficking

We are committed to ensuring that modern slavery or human trafficking plays no part in our supply chain or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery and human trafficking is not taking place anywhere in the company or our supply chain.

R&M Williams, Williams House, Station Square, Neath, Wales, SA11 1BY

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Company number: 04716632 | VAT number: 850748510

R&M Williams is a trading name of R&M Williams (Holdings) Ltd.

## Our Supply Chain

Our supply chain comprises of the engagement of subcontractor organisations to carry out works and services on our construction sites and the sourcing of materials and manufactured products. We are committed to ensuring that slavery and human trafficking plays no part in our supply chain or any part of our business.

As part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with our suppliers and subcontractors and make clear our expectations of business behaviour
- We have systems in place to encourage the reporting of concerns and the protection of whistle blowers
- We have expressed our commitment to ethical procurement by signing up to the Welsh Gov Ethical Employment in Supply Chains Code of Practice
- We have expressed our commitment to ethical employment by becoming a Real Living Wage accredited organisation, encouraging our supply chain partners to do the same

## Supplier Adherence to our Values

We have zero tolerance to slavery and human trafficking and we expect all those in our supply chain and contractors to comply with our values.

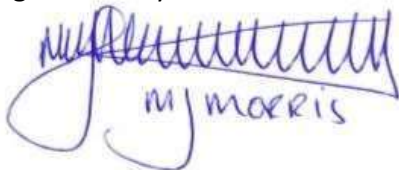
## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All directors have been briefed on the subject.

This policy applies to all those employed by R&M Williams.

**Date:** September 2024

**Signed:** Martyn Morris



**Position:** Commercial Director

R&M Williams (Holdings) Ltd.

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