

MP Moran & Sons Limited
MP Moran Holdings Limited

Modern Slavery Act 2015 – Slavery and Human Trafficking Statement

MP Moran is committed to conducting business with honesty and integrity. Treating all people with dignity and respect and complying with applicable laws and regulations, fair labour practices and human rights in its business and supply chain. In compliance with the Modern Slavery Act 2015 Section 54, we provide this statement for the financial year ending 31 December 2024

MP Moran continues to develop our procedures, processes, and risk assessments across our company and with our external stakeholders.

At MP Moran & Sons Limited and MP Moran Holdings Limited, we recognise that we should endeavour to ensure that we have a positive impact on the working conditions of those working directly or indirectly for our members.

We try to ensure that our suppliers share our vision of fair and safe working conditions.

The MP Moran & Sons Limited and MP Moran Holdings Limited Supplier Code of Conduct covers our minimum requirements in these areas and all our suppliers, and their supply chains, are asked to conform their adherence to our standards.

MP Moran & Sons Limited and MP Moran Holdings Limited reserve the right to request access to our suppliers manufacturing facilities at any time for members of our buying team or our members representatives to check compliance with the MP Moran & Sons Limited and MP Moran Holdings Limited Supplier Code of Conduct.

Business Structure

MP Moran & Sons Limited supplies Building and plumbing products and over the last 49 years have become a name associated with supplying quality and reliability to the building trade in and around the London area. We have 5 branches in the UK and employ over 250 staff.

MP Moran Holdings Limited is the Parent Company of MP Moran and Sons Limited and has an interest in property development.

Commented [RD1]: 6th Branch due to Open

MP Moran & Sons Limited and MP Holdings Limited Supplier Code of Conduct

All our suppliers are asked to confirm their adherence to the following standards:

Child Labour

Child Labour MUST NOT BE used by a supplier. A child is defined as any person under age at which the local minimum age law stipulates for work or mandatory schooling. As a rule, this would be anyone under fifteen years of age.

Slavery, Forced, Bonded* or Involuntary Labour

*Bonded Labour, e.g., a person becomes a bonded labourer when their labour is demanded as a means of repayment for a loan. There MUST NOT BE any slavery, forced, bonded or involuntary labour in use across a supplier's operation.

Human Trafficking and Exploitation

There MUST NOT be any labour who could be considered to have been subject to Human Trafficking.

To ensure compliance, workers cannot be recruited through a person who arranges or facilitates the travel of another person with a view to that person being exploited. It is irrelevant whether that person has consented to travel.

Health and Safety Hazards

Workers MUST BE prevented from exposure to any health and safety hazards that are likely to pose an immediate risk of causing death, permanent injury, or illness.

Working Hours

Reliable system for recording working hours and salaries for everyone employed MUST BE in place within a supplier and these should be available for audit.

Business Ethics

There MUST NOT BE any form of bribery offered or used in relation to the MP Moran & Sons Limited and MP Moran Holdings Limited Business.

Related Policies

We have in place several policies which contribute to our aim of combating modern slavery and human trafficking, all of which are available to employees via Employee Handbook.

1. Whistleblowing.
2. Ethical Code of Conduct
3. Anti- Bribery & Corruption
4. Equal Opportunities
5. Working Time Directive.

Training

We are working closely with our compliance advisors to implement a training programme for all employees to raise awareness of modern slavery.

Signed on behalf of MP Moran & Sons Limited and MP Moran Holding Limited.

Raj Dosanjh

Senior Human Resources Business Partner

Commented [RD2]: In talks with Opus to create e-learning material for all staff