



# MODERN SLAVERY

30<sup>th</sup> June 2023



# Introduction

Saint-Gobain Building Distribution Limited, Norman Limited and International Timber were sold by Saint-Gobain Group to STARK Group on 28<sup>th</sup> February 2023.

In accordance with the Modern Slavery Act 2015, Saint-Gobain have published the Modern Slavery Statement relating to the financial year ending 31<sup>st</sup> December 2022 on their website, which is available at <https://www.saint-gobain.co.uk/modern-slavery>.

STARK Group share the same values as our UK distribution businesses and therefore it comes as no surprise that eradicating slavery and human trafficking in supply chains is considered equally important by STARK Group as that of our previous owners. In addition to the Saint-Gobain Modern Slavery Statement, the following information is provided to serve as an insight into our continued commitments as we embrace our new ownership.

We move to a new financial year end during 2023 and therefore our next statement will be published before 31<sup>st</sup> January 2024.



**John Carter**  
**Chief Executive**  
**STARK Building Materials UK Ltd**

# Our businesses and supply chains

STARK comprises 14 brands including one of the UK's leading builders' merchant Jewson, along with Gibbs & Dandy, JP Corry and Normans, specialist brands Minster and Jewson Civils Frazer, and major timber importer and distributor, International Timber.

With over 600 dedicated builders merchant branches and distribution centres, STARK is one of the UK's largest retailers and distributors of building and construction materials.

The products we source are available thanks to the efforts of a vast number of people working within the mining, forestry and manufacturing industries. When STARK Group source products, we take ethical concerns and human rights into consideration to support safe and decent working conditions along the supply chain.

We also partner with a number of goods and service providers who support the running of our branches and offices, where we are equally conscious of our need to consider modern slavery risks.



# Policies

As we transition to STARK Group policies, we recognise many similarities:

- STARK Group Code of Conduct for colleagues
- STARK Group Supplier Code of Conduct
- Speak Up Whistleblowing system and Policy
- Human Rights Policy
- Anti-Bribery and Corruption Policy
- Product Integrity Policy
- Participant of UN Global Compact since 2020
- Ecovadis Platinum Sustainability Rating



# Risk assessment and management

We are working closely with STARK Group Sourcing team to align and if necessary, re-define our processes and risk management approach when contracting with new suppliers and reviewing existing suppliers.

## Governance

Overall accountability for modern slavery within our operations sits with the UK Executive Board, chaired by Chief Executive John Carter.

## Training

As we transition to a new e-learning system under STARK Group, we aim to make resources and training material available to all colleagues and raise awareness in spotting the signs of modern slavery. For colleagues involved in Purchasing and Supply Chain, we will continue with a learning pathway which includes Modern Slavery.

STARK UK have completed registration for membership to the Supply Chain Sustainability School which supports us with valuable resources on Modern Slavery.

# OUR VALUES



## DECENCY

**We act with decency towards customers, colleagues, suppliers, and partners**

In everything we do, we aim to earn trust. Trust requires integrity, and integrity requires decency. As a market leader, the success of our customers is always at the forefront of our daily activities. It is only by being fully committed to our dealings with customers, colleagues, suppliers, and partners, that we earn the right to be the most trusted builders' merchant.



## PASSION

**We care deeply about people and society**

We are driven by people with a passion for our customers, partners, and our business. People who go out of their way to help build success for others and for society as a whole. With enquiring minds and easy smiles, we encourage each other to be better every day, and we celebrate our accomplishments together.



## PRIDE

**We take pride in delivering what we promise**

We have come a long way since our beginning in 1896. Today, we are grateful to have earned our position as a market leader. We take pride in delivering on our promises to customers, colleagues, suppliers and partners every day, and continue our efforts to remain trustworthy as we build our future and welcome new colleagues on board.