

# ANDREW SHERET LIMITED



**Re: Modern Slavery Act Statement**

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## **Introduction**

This document constitutes Andrew Sheret Limited's Modern Slavery Act Statement ("Statement"), covering our fiscal year of February 1, 2023 – January 31, 2024. This Statement is made on behalf of Andrew Sheret Limited and its subsidiary Andrew Sheret Purchasing Limited.

Andrew Sheret Limited, as a plumbing and heating wholesale distributor, is dedicated to combatting modern slavery in all its forms. This report outlines our efforts to identify and address risks related to modern slavery within our operations and supply chain.

## **Company Overview**

Andrew Sheret Limited is a Western Canadian owned and operated company that has been in existence since 1892. The company is proudly employee and family owned and operates 31 locations across British Columbia, Alberta and Saskatchewan with its Head Office located in Victoria, BC.

Andrew Sheret Limited is a leading wholesale distributor of plumbing, heating, air conditioning, fireplaces, irrigation, pumps, water filtration, waterworks and fire protection products. These products are supplied to the mechanical trade, cities, municipalities and retail consumers.

Our retail division is known as Splashes Bath & Kitchen and showcases top brands of quality kitchen and bathroom fixtures and accessories. Knowledgeable showroom consultants are happy to assist, share expertise and provide product recommendations to homeowners and trade customers for both renovation and new home projects. Splashes Bath & Kitchen showrooms are located at most Andrew Sheret Limited locations across Western Canada.

While a lot has changed since 1892, the core values of the company remain unchanged: a commitment to supplying quality products at competitive prices, being fair and ethical in our business dealings, and re-investing in the company and its employees.

## **Commitment to Human Rights**

Andrew Sheret Limited takes the risk of modern slavery seriously and does not want to be complicit in perpetuating modern slavery. Nonetheless, the reality is that forced labour and related practices likely exist in the operations or supply chains of many businesses and in every region of the world. The risk is more prevalent in certain product categories and geographic locations, and as such, Andrew Sheret Limited considers these factors when partnering with its suppliers.

## **Policies and Procedures**

Andrew Sheret Limited has implemented robust policies and procedures to prevent and address modern slavery. These include:

Supplier Code of Conduct: We have established a Supplier Code of Conduct that outlines our expectations regarding human rights, labour standards and ethical business practices. Suppliers are required to adhere to these standards as a condition of doing business with us.

Due Diligence Process: We conduct due diligence on our suppliers to assess their compliance with our Supplier Code of Conduct. This process includes reviewing supplier policies, conducting site visits and engaging in dialogue with suppliers to address any identified risks.

Employee Training: We provide comprehensive training to our employees to raise awareness of modern slavery issues and empower them to identify and report any concerns.

## **Risk Assessment**

Andrew Sheret Limited has conducted a risk assessment to identify areas of potential risk related to modern slavery within our operations and supply chain. This assessment takes into account factors such as geographic location, industry sector and supply chain complexity.

## **Actions Taken:**

### **Code of Ethics**

Andrew Sheret Limited is committed to conducting our business in a lawful and ethical manner. Our Company Policies set out our Code of Conduct and Code of Ethics, which guide our employees to act ethically, lawfully and in the best interest of Andrew Sheret Limited. All Andrew Sheret Limited employees take mandatory compliance training courses on Andrew Sheret Limited's Code of Ethics and Respectful Workplace Policy.

Employees may raise questions or report violations to our HR Manager via email or phone. Our HR Manager tracks cases and investigates potential violations of the Code of Ethics.

## **Supplier Standards**

Andrew Sheret Limited expects our suppliers to follow all applicable legal requirements and we consistently monitor our supply chain.

Based on our supplier risk assessment, Andrew Sheret Limited has taken the following actions to address modern slavery risks:

Supplier Engagement: We actively engage with our suppliers to communicate our expectations regarding ethical conduct and encourage collaboration on addressing modern slavery risks.

Remediation: Where instances of non-compliance are identified, we work closely with suppliers to implement corrective actions and remediation measures.

## **Monitoring and Review**

Andrew Sheret Limited is committed to ongoing monitoring and review of our efforts to combat modern slavery. This includes regular reviews of our policies and procedures, as well as monitoring of supplier compliance and performance.

## **Conclusion**

Andrew Sheret Limited remains steadfast in our commitment to combatting modern slavery and upholding the principles of human rights and ethical business conduct. We will continue to work diligently to identify and address risks related to modern slavery within our operations and supply chain.

**ANDREW SHERET LIMITED**

Board of Directors