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F.W. THORPE PUBLIC LIMITED COMPANY modern slavery statement summary (2022)

▶ [Organisation address](#)

We asked the organisation a series of questions about its modern slavery statement. Its answers are published on this page as a statement summary.

▶ [What is a modern slavery statement?](#)

Link to full statement

[Go to full modern slavery statement on organisation's website](#)

PDF version of the statement (optional)



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About this statement summary

All answers relate to the financial year covered by the statement. The organisation is responsible for all the information it provided. Some of our questions are optional, so organisations may not have answered all of them. The statement summary does not replace the full modern slavery statement – below we provide a link to the full statement on the organisation’s website.

Contents

- [Organisations covered by the statement](#)
- [Legal requirement to publish](#)
- [Statement period and sign-off details](#)
- [Recommended areas covered by the statement](#)
- [The organisation’s sectors and turnover](#)
- [Number of years producing statements](#)
- [Policies](#)
- [Training](#)
- [Monitoring working conditions](#)
- [Modern slavery risks](#)
- [Finding indicators of modern slavery](#)
- [Demonstrating progress](#)

Organisations covered by the statement

F.W. THORPE PUBLIC LIMITED COMPANY modern slavery statement for 2022 is a group statement covering **5** organisations. [See the full list of organisations covered by this statement](#)

Legal requirement to publish

F.W. THORPE PUBLIC LIMITED COMPANY has confirmed it is required to publish a 2022 statement by law.

Statement period and sign-off details

The statement covers the following period:
1 July 2021 to 30 June 2022

The statement was signed off by:
Michael Allcock (Chairman and Joint CEO)

It was approved by the board (or equivalent management body) on:
17 November 2022

Recommended areas covered by the statement

Government guidance encourages organisations to cover a range of areas in their modern slavery statements, setting out the steps they’re taking to address modern slavery risks in their operations and supply chains. [Read](#)

[about the recommended areas in the statutory guidance.](#)

We asked the organisation to tell us which areas its statement covers.

Areas recommended by government guidance	Organisation's response
The organisation's structure, business and supply chains	COVERED
Policies	COVERED
Risk assessment	COVERED
Due diligence (steps to address risk)	COVERED
Training about modern slavery	COVERED
Goals and key performance indicators (KPIs) to measure the effectiveness of the organisation's actions and progress over time	COVERED

The organisation's sectors and turnover

Sectors

The organisation operates in the following sectors:

- Construction, civil engineering and building products
- Durable consumer goods, including electronics and appliances, home furnishings and other accessories

Turnover

Its turnover in the financial accounting year of this statement was:

£100 million to £500 million

If the organisation is a public body, this amount is based on the organisation's budget for the year of the statement.

▶ [What does 'turnover' refer to in group statements?](#)

Number of years producing statements

The organisation has been producing modern slavery statements for the following number of years:

More than 5 years

▶ [How does this work for group statements?](#)

Policies (optional)

We asked the organisation whether its policies include the following provisions in relation to its domestic and international supply chains, as well as its own operations.

Policy provisions we asked about	Organisation's response
Freedom of workers to terminate employment	INCLUDED
Freedom of movement	INCLUDED
Freedom of association	INCLUDED
Prohibits any threat of violence, harassment and intimidation	INCLUDED
Prohibits the use of worker-paid recruitment fees	NOT INCLUDED
Prohibits compulsory overtime	INCLUDED
Prohibits child labour	INCLUDED
Prohibits discrimination	INCLUDED
Prohibits confiscation of workers' original identification documents	NOT INCLUDED
Provides access to remedy, compensation and justice for victims of modern slavery	NOT INCLUDED
Other	-

Training (optional)

We asked the organisation whether it provided training on modern slavery, and who it was for.

▶ [What counts as training?](#)

We asked who the training was for	Organisation's response
Your whole organisation	YES
Your front line staff	YES
Human resources	YES
Executive-level staff	YES
Procurement staff	YES
Your suppliers	YES
The wider community	NO
Other	-

Monitoring working conditions (optional)

Engaging with others

We asked the organisation to tell us who it engaged with to help monitor working conditions across its operations and supply chains.

We asked who the organisation engaged with	Organisation's response
Your suppliers	YES
Trade unions or worker representative groups	YES
Civil society organisations	NO
Professional auditors	YES
Workers within your organisation	YES
Workers within your supply chain	YES
Central or local government	NO
Law enforcement, such as police, GLAA and other local labour market inspectorates	NO
Businesses in your industry or sector	NO

Social audits

We asked the organisation to tell us about any social audits it used to look for signs of modern slavery.

▶ [What are social audits?](#)

Social audits we asked about	Organisation's response
Audit conducted by your staff	YES
Third party audit arranged by your organisation	NO
Audit conducted by your supplier's staff	YES
Third party audit arranged by your supplier	NO
Announced audit	NO
Unannounced audit	NO

Grievance mechanisms

We asked the organisation how workers in its operations or supply chains could raise concerns or make complaints.

We asked if workers could raise concerns this way	Organisation's response
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We asked if workers could raise concerns this way

Organisation's response

Using anonymous whistleblowing services, such as a helpline or mobile phone app

YES

Through trade unions or other worker representative groups

YES

Other ways of monitoring working conditions

We asked the organisation whether it had any other ways of monitoring working conditions across its operations and supply chains:

Our processes focus on "face-to-face" supplier contact backed up, where we see increased risk, with suppliers signing up to the FW Thorpe Plc Supplier Code of Conduct

Modern slavery risks (optional)



Identifying modern slavery risks is a vital step towards eradicating it. The government encourages organisations to be as open and transparent as possible, to improve understanding, collaboration and best practice around tackling this worldwide problem.

We asked the organisation to describe up to 3 priority risks it focused on during the period of the statement, including details of the affected workers, the activity involved, and the location.

Priority risks for this organisation (1 of 3)

Components being manufactured and supplied from China

Questions we asked about this risk

Organisation's response

Where it was most likely to occur

- Organisation's response: Within your supply chains.
- Tier 1 suppliers
Provide their products and services directly to your organisation.
 - Tier 2 suppliers
Provide products and services to your organisation via your Tier 1 suppliers.

Who was it most likely to affect

- Organisation's response:
- Women
 - Children

In which country

Organisation's response: China

Questions we asked about this risk

Organisation's response

Actions or plans to address this risk

Organisation's response: We focus on "face-to-face" supplier contact backed up, where we see increased risk, with suppliers signing up to the FW Thorpe Plc Supplier Code of Conduct. All our product suppliers are subject to an approvals process before they are permitted to supply products. Many hold international quality standards and accreditation's and are regularly audited. We continually review external media for reports, fines or sanctions against suppliers.

Priority risks for this organisation (2 of 3)

Temporary workers manufacturing lighting products in UK factories

Questions we asked about this risk

Organisation's response

Where it was most likely to occur

Organisation's response: Within your own operations.

Who was it most likely to affect

Organisation's response:

- Women
- Migrants

In which country

Organisation's response: United Kingdom

Actions or plans to address this risk

Organisation's response: We have reviewed our own internal recruitment policy and those of our key temporary worker suppliers to ensure that our processes are robust enough and have the capability to identify and query any suspicious activities. We continually review external media reports, fines or sanctions against organisations where slavery incidents have occurred. We continually promote openness and transparency and provide avenues to all our employees and those working on our behalf to raise concerns.

Priority risks for this organisation (3 of 3)

Temporary workers manufacturing lighting products in international group factories

Questions we asked about this risk

Organisation's response

Questions we asked about this risk

Organisation's response

Where it was most likely to occur

Organisation's response: Within your own operations.

Who was it most likely to affect

Organisation's response:

- Women
- Migrants

In which country

Organisation's response:

- Spain
- Netherlands

Actions or plans to address this risk

Organisation's response: We work with all our group companies to ensure they understand our zero tolerance policy on slavery and human trafficking within our operations or in the supply chain. We explain our expectations of behaviour and compliance with all applicable slavery acts and regulations. We provide guidance and training materials to these operations so they can give their employees a greater awareness of modern slavery. We promote openness and provide avenues for employees to raise concerns.

Indicators of forced labour (optional)

We asked the organisation whether its statement refers to finding any International Labour Organization (ILO) indicators of forced labour.

▶ [What are ILO indicators of forced labour?](#)

Organisation's response

THE ORGANISATION TOLD US ITS STATEMENT DOES NOT REFER TO FINDING ANY INTERNATIONAL LABOUR ORGANIZATION (ILO) INDICATORS OF FORCED LABOUR.

Demonstrating progress (optional)

We asked the organisation how its statement demonstrates progress over time in addressing modern slavery risks. They provided the following answer:

We measure how effective we have been by monitoring and recording (i) the number of employees specifically trained in the Modern Slavery Act and (ii) the number of suppliers, identified as being at increased risk of modern slavery, confirming that their organisations are slavery and human trafficking free. In FY23 our plan is to focus on organisations operating in countries having a higher risk of slavery and to ensure all our group companies understand our zero tolerance policy to slavery.



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