Structure and Responsibilities

Managing Director

Company Secretary

Health Safety, Environmental & Compliance Manager

Management Team

Marketing

Transport Fleet

Finance Team

Procurement team

Sales Teams Internal/External

Depot Staff

Depot Managers

P F Cusack (Tool Supplies) Ltd understand that internal governance and management of our supply chain and risks to human rights (including modern slavery) is critical to our meeting our responsibilities regarding business ethics.

P F Cusack (Tool Supplies) Ltd has assigned a team for Ethical Trade and our supply chain which covers all aspects and levels of responsibility enabling us to take into account all perspectives of our supply chain.

Our ethical trade team ensures that as a company we continually strive to improve all aspects of our business ethics and sustainability and communicate all appropriate information on our progress towards a fair and inclusive working environment for all.

**Managing Director and Company Secretary: -** Have overall responsibility for all human rights and sustainability in our supply chains and the setting of the ethical trade budget and ensuring that the standards set out in our Business Ethics Statement and the ETI code of practice on human rights and sustainability are consistently monitored, complied with and regularly reviewed.

**The Health Safety, Environmental, & Compliance Manager: -** The Managing Director and Company Secretary have appointed the The Health, Safety, Environmental & Compliance Manager as responsible for all day to day aspects of the ethical trade strategy including:-

* Working closely with the sales, technical and purchasing departments to promote the importance of ethics and sustainability in our end to end processes.
* Partner with our key suppliers to ensure transparency across our supply chain and facilitate monitoring and the setting of KPI’s.
* Act as the subject matter expert on all matters relating to responsible sourcing and sustainability, keeping abreast of trends, legislation, developments industry wide and ensure legal compliance.
* Collaborate with our communication team to manage the messaging of P F Cusack (Tool Supplies) Ltd ethics and sustainability work both internally and in the public domain.
* To ensure that the companies ethical trading strategy is compatible with our various accreditations, environmental targets and business plan to ensure a future proof company.

**The Management Team: -** is responsible for the implementation of the ethical trade strategy and ensuring that the relevant targets are met and maintained and report back to the **The Health Safety, Environmental, & Compliance Manager** any issuesthat may affect our supply chain and ethical business strategy.

Depot Staff

All staff in their day to day activities are responsible for ensuring that P F Cusack (Tool Supplies) Ltd continually meets the requirements laid down in our Professional conduct and ethics statement.

Pages 3 and 4 of our modern slavery statement.