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## **Davies Design and Construction Ltd - Modern slavery and human trafficking statement**

### 1. Introduction

- 1.1 This statement is made on behalf of Davies Design and Construction Limited pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.
- 1.2 This is Davies, Design and Construction Limited (DDC) first statement issued under the Modern Slavery Act 2015. It outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking.

### 2. Our supply chains

- 2.1 DDC has direct relationships with a number of primarily UK based suppliers and subcontractors, offering a wide range of services. Our supply chains also include outplacement of certain labour and also IT services. Outplacement is to UK based providers.

### 3. Our policy on slavery and human trafficking

- 3.1 We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.
- 3.2 Accompanying this is our Whistleblowing Policy (as detailed in Schedule 18 of this Staff Handbook) which provides a system for our employees to escalate slavery and human trafficking issues and breaches of our Company policies.

### 4. Due diligence processes for slavery and human trafficking

- 4.1 We have in place policies and systems across our business; our trading partners; and our supply chains to:-
  - Identify inappropriate employment practices;
  - Identify, assess and monitor other potential risk areas;
  - Mitigate the risk of slavery and human trafficking occurring;
  - Protect whistle-blowers; and
  - Investigate reports of Modern Slavery.



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5. Supplier adherence to our values and ethics

5.1 We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage or higher.

6. Training

6.1 To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant in-house training to our colleagues.

7. Covid-19

7.1 We understand that some workers may be more vulnerable to modern slavery during the coronavirus pandemic. DDC adopted government guidelines for Covid-19 secure workplaces and paying statutory sick pay in order to prevent the spread of coronavirus. Our employees have been and continue to have access to our grievance procedures.

X PP. R. K... X OFFICE MANAGER.  
Signature Job Title

X S. DAVIES X 26<sup>TH</sup> MAY 2022  
Name Date