

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Daniel Charles Construction Limited are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains.

Daniel Charles Construction Limited recognises that slavery and human trafficking can occur in many forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business and to implement steps to prevent slavery and human trafficking.

Our Business and Supply Chains

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and onboarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety, and environmental standards.

Our recruitment processes are transparent and reviewed regularly. New employees are subject to checks to ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account.

We ensure, as reasonably practicable, that our supply chain adheres to our expectations in respect of their workforce. Our verification process involves induction of all individuals prior to working on our sites, stating that they are aware of the Modern Slavery and Human Trafficking Act 2015.

We require our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking are not taking place in any part of their business.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff including Senior Management.

Policies

Daniel Charles Construction Limited operate the following policies for identifying and preventing slavery and human trafficking in our operations:

- Right to Work Policy
- Whistle Blowing Policy
- Equality & Diversity Policy

Due Diligence

Our due diligence processes aim to:

- Identify risk areas in our business and supply chain.
- Reduce the risk of slavery from occurring.
- Monitor potential risk areas in our business and supply chain.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We procure the majority of our sourced goods, services, products, and materials from UK-based organisations. Where possible we will procure from suppliers that are required to comply with UK laws on modern slavery. We want all our suppliers to consider the risks of modern slavery in their supply chain.

Embedding the principles

We will continue to embed the principles through:

- Providing awareness training to employees on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring that our procurement strategies and contract terms and conditions include reference to modern slavery and human trafficking.

This document is a live document and subject to change as dictated by circumstance and legislation accordingly.

Daniel Ingall
Managing Director

Next review date – March 2024