


Document Name: Slavery & Human Trafficking Statement	 <small>WWW.DTHUGHES.CO.UK - 0151 525 0527</small>
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## **Introduction**

We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them. In our standard procurement process, we issue purchase orders that incorporate our Terms and Conditions (T&Cs). The T&Cs expand on our expectations and suppliers' obligations on specific topics.

## **Our Policies on Slavery & Human Trafficking**

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. Our Anti-slavery Policy reflects our commitment 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 supply chains.

## **Due Diligence Process for Slavery & Human Trafficking**

As part of our initiative to identify and mitigate risk to ensure optimum control of:

- Where possible we build long standing relationships with local suppliers and customers
- Make clear our expectations of business behaviour; With regards to national or international supply chains, our point contact is preferably with a UK company or branch.
- We expect these entities to have suitable anti-slavery and human trafficking policies and processes.

## **Supplier Adherence to Our Values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. The Managing and Finance Directors are responsible for compliance in their respective departments and for their supplier relationships.

## **Our Effectiveness in Combating Slavery and Human Trafficking**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

***This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.***