Modern Slavery Statement

Modern Slavery Act Statement (for financial year July 2022/June 2023)

Definition: What is Modern Slavery?

Modern Slavery is a term used to encapsulate both offences in the Modern Slavery Act: slavery, servitude and forced or compulsory labour; and human trafficking. Both have in common the deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain.

Company Statement

Daniel Owen Ltd (incorporating subsidiary Daniel Owen North Ltd) is a recruitment business providing temporary, long term and permanent workers and contractors to the construction, property services and rail markets. Daniel Owen Ltd operates a zero-tolerance approach to modern slavery and is fully committed to acting ethically and with integrity in all business dealings and relationships.

Daniel Owen Ltd has well established internal systems, policies and enforcement controls to ensure modern slavery is not taking place anywhere within its own business or supply chains. These controls have been put in place to reflect the nature of the modern slavery risks the business has identified and include the provision of dedicated teams responsible for rigorous worker vetting procedures, and the audit and monitoring of worker records. The Company recognises that job-finding fees are a business cost and will not allow these to be paid by job applicants.

Daniel Owen Ltd places a strong emphasis on its worker relationships and candidate care, going to extensive measures to ensure that face to face contact is made with workers to enable any concerns or issues to be discussed. It takes pro-active steps to ensure its workers are not being exploited; that they are safe and that the relevant legislation relating to wage, human rights and international standards are adhered to, including freedom of movement and communications.

Daniel Owen Ltd is a registered Business Partner of Stronger Together, a multi-stakeholder business-led initiative aiming to reduce modern slavery, and a signatory to the GLAA (Gangmaster and Labour Abuse Authority) Construction Protocol, a joint information sharing agreement between construction businesses, aimed at eradicating slavery and labour exploitation in the building industry.

Whilst workers' health and safety, working hours and welfare at work remains the responsibility of the hiring client whilst on site or at work, Daniel Owen Ltd

recognises its duty to act on any concerns raised by the worker and ensures that all employees receive training on reporting any issues that may be raised with them in this respect.

Please refer to our Modern Slavery Act Policy for full details.

This statement is made pursuant to section 54 (Part 6) of the Modern Slavery Act 2015. It has been approved by Daniel Owen Ltd's Board of Directors on 27th July 2023

Signed:



Name: Suzanne Jellyman

Position: Finance Director

Date: 27th July 2023

stronger together 2022 BUSINESS PARTNER