Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year 2025/2026.

Our Business:

Darke & Taylor Ltd is a Mechanical & Electrical company operating in Long Hanborough, Oxfordshire. We provide a range of specialist electrical and mechanical services across construction and business sector. We recognise our responsibility to combat modern slavery and human trafficking and, we are committed to operating ethically and with integrity in all our business dealings and supply chains.

Our Commitment:

We have a zero-tolerance approach to all forms of modern slavery, including slavery, servitude, forced or compulsory labour and human trafficking.

We are committed to ensuring that our business practices are ethical and transparent, and that we do not engage in any activity that could facilitate or enable modern slavery.

We aim to have appropriate policies, processes and procedures in place in order to expose and eliminate human rights abuses in our supply chain.

This statement will be made publicly available, via our Company website and will be reviewed annually.

Our Supply chain:

Darke & Taylor engage with a number of third-party suppliers and sub-contractors, this includes specialist contractors, agency labour providers and suppliers of goods and services. This policy and its supporting policies apply to all of those working on our behalf in any capacity.

We reserve the right to terminate our relationship with suppliers and other organisations working on our behalf if they do not comply with our Supply Chain Code of Ethics or are found to be in breach of applicable legislation. All suppliers and contractors of Darke & Taylor are required to comply with this code, which sets out our expectations for the treatment of workers.

Our employees:

We are committed to creating an open and safe working environment where all staff feel empowered to report concerns.

Modern slavery training and awareness materials are made available to relevant employees to help them identify signs of exploitation and understand how to raise concerns.

A confidential reporting mechanism is in place to allow employees and stakeholders to raise issues or suspicions relating to modern slavery without fear or retaliation.

Our Actions:

To support our commitment, we have taken or plan to take the following steps:

- We ensure that all of our employees are legally entitled to work in the UK and we maintain robust recruitment and onboarding procedures.
- We will implement internal policies and training aligned with the Modern Slavery Act 2015.
- We will ensure that all of our sub-contractors are aware of and have agreed to our Ethical Code of Ethics.
- We maintain a whistleblowing procedure and reporting framework for concerns related to Modern Slavery.
- We will collaborate with our suppliers and sub-contractors to promote ethical working practices.
- We will not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude or forced or compulsory labour.
- We will co-operate with law enforcement agencies and other relevant authorities in any investigations into modern slavery.

Further information in support of this Statement can be found in our PO053 Human Rights & Anti-Slavery Policy.

This statement has been approved by the Board of Directors of Darke & Taylor and will be reviewed and updated annually.

Signed: S.D Newton

Name: Simon Newton
Joint Managing Director

Date: 25 November 2025

Signed:

Name: Graham Winstone
Joint Managing Director

Date: 25 November 2025