Dodd Group

Slavery and Human Trafficking Statement

INTRODUCTION

The Dodd Group are proud of the ethical standards that we have embedded into our business over many years and believe that these standards are consistent with the underlying principles of the Modern Slavery Act 2015. Slavery and the trafficking of people have no place in the modern world, and Dodd Group considers that the new legislation will become an important part of doing business both in the UK and overseas. Dodd Group are committed to improving our practices to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

Dodd Group Holdings Limited is the ultimate parent company of a group of companies that provides Electrical & Mechanical Services. Together, these companies form the Dodd Group, The Dodd Group is independent and family owned, and employs approximately 1100 people. Dodd Group has an annual turnover of approximately £196 million, and the following group companies have a combined turnover in excess of £36 million:

Dodd Group Ltd
Dodd Group (Midlands) Ltd
Dodd Group (South) Ltd
Dodd Group (Eastern) Ltd

This statement is made on behalf of Dodd Group Holdings Limited and the individual group companies referred to above in accordance with the requirements of the Modern Slavery Act 2015 and its contents take account of the activities and supply chains of them all.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

Click to access the Dodd Group Anti-Slavery and Human Trafficking Policy - DGEM0061.

Dodd Group are committed to ensuring, so far as we are able, that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls with a view to achieving this aim.

OUR ANTI-SLAVERY AND HUMAN TRAFFICKING MEASURES

As part of an initiative to identify and mitigate risk in respect of slavery and human trafficking, we have:

- Reviewed our Human Trafficking - Slavery Risk Assessment - DGQMS0236 to enable us to continue to apply a risk-based and proportionate approach to dealing with the issue of slavery and human trafficking in our business and supply chains.

- Reviewed our Anti-Slavery and Human Trafficking Policy - DGEM0061.

- Further targeted training for those involved in procurement and/or responsibility for supply chain management and all employees in management and supervisory roles, specifically an internal Modern Slavery Awareness training course accessed via the Dodd Group on-line training portal.

- A Modern Slavery Guidance – DGEM0067 document which is available to staff through the company intranet (Doddnet).

- Developed a Modern Slavery - Supply Chain Mapping /Risk Assessment – DGQMS0335

- Completed a Government Modern Slavery Assessment Tool (MSAT) and achieved Green Band status.

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:

- For currently utilised supply chain partners we are continuing to request confirmation of their compliance with the Modern Slavery Act 2015

- All new supply chain partners (excluding sole traders or micro businesses) are required to confirm compliance with the Modern Slavery Act 2015

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 financial year ending 31st March 2023.

Signed



M C Farmer

Director

This Statement was last reviewed and approved by the Board of Directors on 1st September 2023. The statement is due for review on 1st September 2024.