



Anti-Slavery and Human Trafficking Policy & Statement

1. Introduction

D&G Builders and Joiners Limited are committed to ensuring that modern slavery and human trafficking do not take place in any part of our business or supply chains.

We adopt a zero-tolerance approach and are committed to acting ethically, with integrity, and implementing effective systems and controls to prevent modern slavery.

This document is intended to meet the transparency requirements of Section 54 of the Modern Slavery Act 2015, or to provide equivalent information where a formal statement is not required.

2. Organisation Structure, Business and Supply Chain

D&G Builders and Joiners Limited is a UK-based construction company providing building, joinery, and associated services.

Our operations are primarily within the United Kingdom and involve a combination of directly employed staff and subcontracted labour.

Our supply chains include:

- Subcontracted trades and labour providers
- Suppliers of building materials and equipment
- Professional services and specialist contractors

We recognise that the construction sector presents increased risks of modern slavery due to the use of subcontracting, agency labour, and multi-tier supply chains.

3. Policies in Relation to Slavery and Human Trafficking

We maintain a zero-tolerance approach to modern slavery and human trafficking.

This policy should be read in conjunction with the Company's wider framework of policies and procedures, including:

- The Staff Handbook, which outlines standards of employee behaviour and conduct
- Recruitment procedures, including right to work and illegal working checks
- The Whistleblowing Policy

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These policies support our commitment to ethical conduct, fair treatment, and legal compliance.

4. Due Diligence Processes

We implement proportionate due diligence processes to identify and mitigate risks of modern slavery within our business and supply chains.

These include:

- Verifying the legitimacy and suitability of suppliers and subcontractors during onboarding
- Requiring suppliers and subcontractors to confirm compliance with anti-slavery legislation
- Including anti-slavery provisions within contractual agreements
- Conducting right-to-work checks for all employees and, where appropriate, subcontracted labour
- Monitoring supplier and subcontractor performance and raising concerns where necessary

Subcontractors are subject to pre-qualification (PQQ) checks and are regularly reviewed. Site inductions and ongoing supervision are used to maintain oversight of working practices.

5. Risk Assessment and Management

We recognise that risks of modern slavery may arise in:

- Subcontracted and agency labour
- Labour-intensive construction activities
- Supply chains involving multiple tiers

To manage these risks, we:

- Assess suppliers and subcontractors prior to engagement
- Monitor labour practices on site
- Identify and act upon indicators of exploitation (e.g. shared addresses, unusual payment arrangements)
- Maintain oversight through management and site supervision

We will continue to review and strengthen our risk management processes.

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6. Effectiveness and Performance Monitoring

We monitor the effectiveness of our approach to preventing modern slavery through proportionate and practical measures.

These include:

- Completion of supplier and subcontractor due diligence checks
- Monitoring compliance with contractual requirements
- Recording and reviewing any reported concerns or incidents
- Ongoing review of policies and procedures

To support this, we use the following key performance indicators (KPIs):

- **100% of employees to have valid right to work checks completed**
- **100% of subcontractors to undergo pre-qualification (PQQ) checks prior to engagement**
- **All new suppliers and subcontractors to confirm compliance with anti-slavery requirements**
- **All reported concerns relating to modern slavery to be investigated promptly**
- **Relevant staff to receive awareness training as part of their role**

We are committed to continuous improvement and will review these measures periodically.

7. Training and Awareness

We provide training and awareness to employees and management to support the identification and prevention of modern slavery.

This includes:

- Raising awareness of modern slavery risks and indicators
- Targeted guidance for those involved in recruitment, procurement, and site supervision

8. Reporting Concerns

All employees, subcontractors, and business partners are encouraged to report concerns regarding modern slavery.

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Concerns can be raised:

- Through line management
- Via the Whistleblowing Policy

All reports will be treated seriously and investigated appropriately.

We are committed to ensuring that no individual suffers any detriment for raising concerns in good faith.

9. Compliance and Breaches

All individuals working for or on behalf of the Company must comply with this policy.

Failure to comply may result in disciplinary action, including dismissal, or termination of business relationships with suppliers or contractors.


10. Monitoring and Review

This policy will be reviewed annually and updated as required to reflect changes in legislation, business operations, and best practice.

11. Approval

This policy has been approved by Board of Directors on 11th February 2026. It will be reviewed annually and updated as required to reflect changes in law or organizational practices.

Director: Mr. Andrew Ormerod

Signature: 

Date: 11.02.26

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