



DBS

Air Conditioning \ \ Refrigeration \ \ Heating \ \ Electrical and Controls

DBS Group – Modern Slavery & Human Trafficking Policy

Statement

- 1.1 This statement is made in conformance with Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps DBS Group takes to ensure that slavery and human trafficking is not taking place in its business or any part of its supply chain.
- 1.2 Modern slavery is the term used to encompass slavery, forced and compulsory labour and human trafficking of all ages. The DBS Group's Code of Conduct prohibits modern slavery and human trafficking.
- 1.3 DBS Group will comply with the Universal Declaration of Human Rights and the conventions of the International Labour Organisation.
- 1.4 All DBS Group employees have a responsibility to comply with the Code of Conduct. Employees with any concerns regarding human trafficking or modern slavery are expected to report them to management and management is expected to act on any reports.
- 1.5 Suppliers (and their sub-contractors) are expected to act in accordance with the DBS Group Supplier Code of Conduct.
- 1.6 DBS Group has a zero tolerance to slavery and human trafficking, and we expect all of our suppliers and sub-contractors to comply with and meet our values and standards.

Policy Application

- 2.1 DBS Group has put in place fair and transparent recruitment and resourcing procedures.
- 2.2 The requirements made of the supply chain in regard to modern slavery are communicated and contracted upon through our Supplier Code of Conduct and Sustainable Procurement Policy.
- 2.3 DBS Group expects all suppliers and sub-contractors to conduct right-to-work checks of their work-force in accordance with the Immigration, Asylum and Nationality Act 2006.
- 2.4 Any breach or suspected breach of our Code of Conduct should be reported to DBS Group via an email to info@dbs.uk.com
- 2.5 In order to ensure an understanding of the risks associated with Modern Slavery and Human Trafficking in our supply chain, DBS Group provides induction training for all staff members.
- 2.6 DBS Group reserves the right to audit suppliers and sub-contractors to ensure that slavery and human trafficking is not taking place in our supply chain.