

**Modern Slavery Act Transparency
Statement for Design and Management
Air Conditioning and Mechanical Services
Ltd**



December 2016

Background

Modern supply chains are often extremely long, complex and international. The goods that are bought and sold in the UK are produced all over the world. Companies sourcing their products overseas must be confident that those they do business with are not using forced or trafficked labour, so that consumers in the UK can be equally confident that the goods and services they buy are free from slave labour. Under the Companies Act 2006 large, listed companies are required to report on human rights issues, and these reporting requirements have been strengthened further in 2015. From 1st April 2016, under the Modern Slavery Act, the Government has committed to introducing measures that specifically address modern slavery. It has introduced a legal duty on all businesses with a turnover of more than £36m to report annually on the steps they have taken to ensure modern slavery is not taking place within their business or supply chains anywhere in the world.

Opening statement from senior management

Design and Management Air Conditioning and Mechanical Services Ltd is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers. Although legally exempt Design and Management Air Conditioning and Mechanical Services Ltd believes it is its ethical responsibility to ensure individuals are not subjected to conditions or abuse as outlined under the act.

Design and Management Air Conditioning and Mechanical Services Ltd places a high regard on the protection of individuals from slavery and human trafficking and as such conduct employability checks on all employees and place a requirement upon all sub-contractors to do the same. It is also an expectation that the company and its sub-contractors undertake a "fair days works for a fair days pay" and ensures that it regularly reviews its employment structure to reflect this.

Structure and supply chains

Design and Management Air Conditioning and Mechanical Services Ltd is a medium sized business within the construction and maintenance sector. As part of the Design and Management Group of Companies we employ 15 people in the UK. The following weblink provides more information regarding the nature of our business www.dandmgroup.co.uk.

The nature of our business requires that we work in conjunction with a range of suppliers and sub-contractors to provide the required range of services to our clients:

- Installation of air conditioning and fresh air systems;
- Periodic maintenance of air conditioning and fresh air systems;
- Installation of commercial plumbing, gas and mechanical systems;
- Reactive maintenance to our clients;
- Associated works

Policies relating to slavery and human trafficking

It is the company's policy to adopt a zero tolerance to any form of human trafficking and slavery. Should any issues arise they are to be reported to the Managing Director in the first instance for investigation. Upon a complete investigation appropriate action will be undertaken to either remove the company / individual from employment with the company and the appropriate details will be passed on the appropriate authorities.

We ensure our suppliers are aware of our policies, and encourage them to adopt the same high standards.

Due diligence processes relating to slavery and human trafficking

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures:

Initial employability checks prior to employment

Where possible all high risk items (due to manufacturing location) are purchased via reputable companies whose turnover exceeds the Acts legal threshold.

Our processes aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chains
- Scrutinise any identified areas of risk within our business and supply chains
- Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

Risk and compliance

Our organisation regularly evaluates the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring. The following list of risk management activities and/or procedures demonstrates our commitment to compliance:

Periodic review of suppliers

Regular checks undertaken on sub-contractors, both table top and site based

Where we have identified a potential risk we prioritise those risks and take appropriate action to put remedial measures in place.

We ensure our suppliers are aware of our policies, and encourage them to adopt our high standards. We adopt a zero tolerance approach to slavery and human trafficking throughout the organisation which extends to our supply chains.

Training

We ensure all employees are aware of the risks of modern slavery and human trafficking in our business and supply chains. This is undertaken through tool box talks and other face to face communication.

Further actions, approval and endorsement

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

Share the new statement with all members of staff and sub-contractors

Conduct spot checks upon site operatives

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Design and Management Air Conditioning and Mechanical Services Ltd 's slavery and human trafficking statement for the financial year ending 31st October 2017.

Signature: 

Managing Director

Design and Management Air Conditioning and Mechanical Services Ltd

Date: 22/12/2017