



SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Drainline Southern Ltd is fully committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 31 March 2022.

Company profile

We were established in 2003 and have over 25 years of experience in the drainage industry. We are based near Horsham, West Sussex, and we operate to the highest standards throughout the UK. As our focus is on customer care we aim to provide our services with the least disruption to our clients. Due to our commitment to our customers, being available 24/7, and the ability of solving problems in-house quickly and efficiently; we have generated a portfolio of blue chip, commercial and private sector clients, which we are very proud of.

Policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence

We consider ourselves to be a 'low risk' business regarding slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit from outside the U

ISO 26000 Standard

Drainline Southern Limited is committed to increasing its awareness of the need for and benefits of socially responsible behaviour by following the ISO 26000 standard. The objective of our social responsibility is to contribute to sustainable development.

Our organisation's performance in relation to the society in which it operates and to its impact on the environment has become a critical part of measuring our overall performance and its ability to continue operating effectively. This is, in part, a reflection of the growing recognition of the need to ensure healthy ecosystems, social equity and good organisational governance. In the long run, all organisations' activities depend on the health of the world's ecosystems. Organisations are subject to greater scrutiny by their various stakeholders. The perception and reality of an organisation's performance on social responsibility can influence, among other things:

- Its competitive advantage;
- Its reputation;
- Its ability to attract and retain workers or members, customers, clients or users;
- The maintenance of employees' morale, commitment and productivity;
- The view of investors, owners, donors, sponsors and the financial community; and
- Its relationship with companies, governments, the media, suppliers, peers, customers and the community in which it operates.

Assessing and managing risk

We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

**Effectiveness in combating slavery and human trafficking**

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Training

We are putting in place appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.

Stronger Together

Stronger Together is a multi-stakeholder business-led initiative aiming to reduce modern slavery particularly forced labour, labour trafficking and other hidden third party exploitation of workers. Providing guidance, training, resources and a network for employers, labour providers, workers and their representatives to work together to reduce exploitation. Drainline Southern is proud to continue our business partnership alongside the Stronger Together organisation.

Name: Tristan Miles

Signed:

A handwritten signature in black ink, appearing to be "Tristan Miles", written over a horizontal line.

Appointment: Managing Director

Date: 1st September 2023

Next Review Date: 1st September 2024