



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 2024.

Company profile

We were established in 2003 and have over 25 years of experience in the drainage industry. We are based near Hickstead, 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 UK.

ISO 37200 Standard

Drainline Southern Limited is committed to increasing its awareness of the need for and benefits of responsible behaviour by following as near as possible the ISO 37200 standard. The objective of our social responsibility is to contribute to sustainable development. ISO/NP 37200 guidance provides details for the prevention, identification and response to human trafficking, forced labour, and modern slavery.

Following the ISO standard is intended to help and ensure we are acting responsibly and ethically by providing:

- a holistic approach to addressing human trafficking, forced labour and modern slavery that puts people at the heart of an organisation.
- effective management of the risk
- positive business reputation.
- increased confidence and customer loyalty, as consumers seek businesses with higher ethical standards.

PPN 02/23 Tackling Modern Slavery in Government Supply Chains

Drainline has submitted our modern slavery statement by voluntary means to the UK's organisation register.

Assessing and managing risk

We encourage a culture of openness and recognise that everyone plays a role in speaking up when we see or hear something in our workplaces that we think is inappropriate, unethical or illegal. Our whistle blowing policy makes clear that we will support anyone with doing the right thing and that we do not tolerate retaliation against individuals who report a problem or assist an investigation. 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. The Supply Chain Sustainability School and our Human Focus training provides resources and training, the aim is to upskill and spread best practice across the industry.

Communication

We are continuing with our efforts to evolve our sites and other workplaces areas to ensure modern slavery cannot survive. This includes how we make sure that those who work for us and with us are aware of the issues and what to do about it, and how we highlight to those who may be victims of modern slavery ways to access assistance.

For employees with a Drainline email, our policies and guidance are available on our internal intranet Streamline and SharePoint for those that do not have a Drainline email address, and for our employees and subcontracted workers based on sites we continue to disseminate information and raise awareness of modern slavery and how to identify and report the signs of modern slavery. Communal areas within our site offices are used to display essential information for employees, including our policies.

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.

Reporting

If you suspect modern slavery, report it to the Modern Slavery Helpline on 08000 121 700 or the police on 101. In an emergency always call 999.

Name: Tristan Miles

Signed:

A handwritten signature in blue ink, appearing to read "Tristan Miles".

Appointment: Managing Director

Date: 1st September 2025

Next Review Date: 1st September 2026