

Anti - Slavery and Human Trafficking Policy

D&A Systems limited is committed to avoiding complicity in human rights violations relating to our own operations and that of our supply chain. We recognise that slavery, forced and compulsory labour (it includes both adults and children being forced to work against their free will) can occur in many forms.

We have a zero-tolerance to Slavery and Human Trafficking, we expect all of our staff and those in our supply chain, sub-contractors and business partners.

We acknowledge the provisions of the Modern Slavery Act 2015, in addition to the following Human rights

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- Core Conventions of the International Labour Organisation

D&A Systems Limited are a specialist Electrical Engineering company, providing installation and maintenance services to industry and commerce within the UK.

Our supply chain includes the sourcing of materials and labour associated with the electrical industry, these are solely purchased within the UK.

Whilst we are satisfied that our operations are slavery-free, but, less clear about our supply chain and other business relations.

We are committed to ensuring there is no Modern Slavery or Human Trafficking present within our business:

- We will conduct proper checks on agencies who supply labour.
- We will carry out risk assessments where there is risk.
- Where we purchase materials we expect our suppliers to at least adopt a 'one up' due diligence on the next link in the chain. It is not practical for us to have a direct relationship with all the 'links' in the supply chain.
- We seek commitment from our suppliers, sub-contractors and business partners via our contract appraisal system to comply with our values and have in place appropriate policies and procedures within their supply chain.
- We will communicate this policy to our staff ensuring they understand and commit to it, our staff will receive training on how to identify and respond to signs of Modern Slavery and Trafficking.

D&A Systems Ltd 's zero-tolerance approach to Modern Slavery and Human Trafficking must be communicated to all suppliers, sub-contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter

D&A Systems Limited endeavours to continually improve its policies and procedures such that all relevant policies, guidance and training are continually reviewed and updated. The effectiveness of this approach will be measured and reported upon annually.

SIGNATURE :

A handwritten signature in dark ink, appearing to be 'M. J. S.', written over a light blue horizontal line.

POSITION : Managing Director

FOR AND ON BEHALF OF

D & A SYSTEMS LIMITED

DATE : 5th November 2018

REVIEW DATE : 5th November 2019