



Modern Slavery Policy

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Durkan & Sons Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Durkan & Sons Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our policies-We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Health & Safety Policy
3. Environmental Policy
4. Equality and Diversity Policy

Purchasing-When purchasing we will ensure that each company has a modern slavery policy in place

Our suppliers -Durkan & Sons Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers investigating their modern slavery risk before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery [and on-site audits which include a review of working conditions]. Our antislavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

The key high risk modern slavery areas are subcontract concrete works.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations, and give their employees access to representation where required. Their operatives may be questioned on debt bondage where required and actively work with NGO's.
5. Training will be given to management on Modern slavery or debt bondage and where identified the police will be notified immediately and the person will be given refuge until they arrive
5. We may terminate the contract at any time should any instances of modern slavery come to light.

Training-We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators -We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Anyone requiring this statement must make a request to info@durkans.co.uk

Signed: *B Durkan*

Position: Managing Director

Print: B Durkan

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