

12.45 Modern Slavery Policy Statement

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Danny Sullivan Group is committed to tackling Modern Slavery and Human Trafficking and protecting the principles of human rights. We are;

- Accredited against the Ethical Labour Sourcing Standard, BES 6002
- Signatories of the Gangmasters & Labour Abuse Authority (GLAA) Construction Protocol
- Gold level partners with the Supply Chain Sustainability School (SCSS)

We respect the international principles of human rights including, but not limited to, those expressed in the UN Declaration of Human Rights, United Nations Global Compact Principles, Children's Rights and Business Principles, Women's Empowerment Principles and those principles contained within the UK's Modern Slavery Act 2015.

We are committed to legal compliance, ethical standards and fundamental human rights as set out by the principles of the ILO/UN Guiding Principles

Danny Sullivan Group is also committed to protecting and promoting human rights and will not tolerate;

- Child labour
- Forced labour
- Including prison labour or any use of force or other forms of coercion
- Fraud
- Deception
- Abuse of power or other means to achieve control over another person for the purpose of exploitation.



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Our approach to monitoring and minimising the risk of Modern Slavery is embodied in our company values; Act Ethically and Responsibly, Culture of Care and Support, Strive for Excellence and Collaborate and Communicate. We acknowledge that as an industry we do not yet understand the full extent of Modern Slavery and it is essential that we work closely with our suppliers, employees and clients to tackle the issue.

If any of our employees have concerns about an issue relating to Modern Slavery, we instruct them to report this information to our HR department which is an anonymous and confidential service; HR@dannysullivan.co.uk

There are many resources and helplines that are accessible to our employees to learn more about modern slavery or if they wish to report information they may have. We recommend:

- Unseen App
- Modern Slavery Helpline - 08000 121 700
- <https://www.supplychainschool.co.uk/default/modern-slavery.aspx>

Actions we have undertaken to further support this area:

- Our commitment to the UK Modern Slavery Act 2015 is printed in our DSG employee handbook
- We have Provided Modern Slavery Awareness training to staff in collaboration with the Supply Chain Sustainability School Carried out numerous workshops in collaboration with the Supply Chain Sustainability School, sharing knowledge to clients and fellow members of the supply chain on the processes and procedures implemented across our business to help minimise the risk of modern slavery within the workforce



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- Achieved the CITB Be Fair Framework accreditation, becoming the first labour supply in the UK to have received this
- Used the FIR Steering Group to monitor and review new information regarding labour exploitation as well as set KPI's across the business, ensuring our commitment to minimising the risk of human trafficking and modern slavery

The Modern Slavery Act 2015 requires Danny Sullivan Group (DSG) to disclose annually online, as a minimum, the following:

- The organisation's structure of the business
- Its policies in relation to slavery and human trafficking
- Its due diligence processes in relation to slavery and human trafficking in its business
- The parts of its business where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk
- Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business, measured against such performance indicators as it considers appropriate
- The training available to its staff throughout the organisation

An update of targets set will be reported in next year's Modern Slavery and Anti Human Trafficking Policy Statement. Danny Sullivan Group will update and publish this Modern Slavery and Anti Human Trafficking Policy Statement annually.

Timothy O'Sullivan
Managing Director
October 2023



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