

Davro Site Services Ltd t/a DAVLAV

Modern Slavery Policy

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Davro Site Services Limited t/a Davlav we have a zero-tolerance approach to modern slavery, and we are fully committed to preventing slavery and human trafficking in our operation and supply chain. This statement sets out the actions we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the foreseeable future.

Our business and supply chains:

- Davlav formed in 1992 and is now based in Billericay, Essex. The company are one of the largest independent suppliers of welfare facilities in the South East of England.
- Davlav is committed to ensuring health safety and welfare of our employees as well as the health and safety of others are not affected by our activities.
- Davlav operate nationwide and have built a long term relationship with all of our suppliers, who are audited prior to becoming part of our approved supplier list.

Our list of approved suppliers has built over the years on trust and integrity, our supplier selection and on-boarding procedure includes due diligence of the suppliers reputation, respect for the law, compliance with health, safety and environmental standards and references.

Davlav have not been made aware of any allegations of human trafficking or slavery activities against any of our suppliers, but if we were we would act immediately against the supplier and report it to the authorities.

Davlav conducts audits on all new suppliers, and existing suppliers at regular intervals. This includes: -

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts.

We require all suppliers to attest that:

- They do not use any form of forced, compulsory or slaved labour
- They provide each employee with a contract of employment, that contains a reasonable notice period for terminating their employment
- They do not require employees to surrender their passports or work permits as a condition of employment.

Awareness

Davlav have raised awareness of modern slavery issues by putting up posters across our facilities and communicating with staff members through 'toolbox talks' and emails specifically focusing on modern slavery to all of our staff. This communication shows our commitment in the fight against modern slavery, and how employees should report suspicions of modern slavery.

Training

In addition to our awareness programme Davlav also plan to use a specially designed e-learning course for staff members, which covers various forms of modern slavery in which people can be held and exploited.

Measuring performance

Davlav have defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- How many employees have completed mandatory training?
- How many suppliers have completed our ethics questionnaire?
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?

This statement covers October 2019 – October 2020 and has been approved by the board members of Davro Site Services Limited t/a Davlav at the board meeting on 17th October 2019.



Steve Payne
Chief Executive Officer

October 2019