

Introduction

Dron & Dickson Ltd has a zero-tolerance approach to modern slavery. We pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organisation and supply chain.

We are committed to ensuring that child labour, modern slavery and human trafficking does not take place anywhere within Dron & Dickson's business or in any of its supply. We strive to meet our obligations under the Modern Slavery Act 2015, and we expect our contractors, suppliers and business partners alike to adhere to the same high standards.

Organisational Structure

Dron & Dickson is recognised as leaders in the supply and maintenance of hazardous area electrical equipment. Our UK network of wholesale branches is able to supply quality brand name electrical equipment from leading manufacturers supported by the highest level of customer service.

Dron & Dickson currently have approximately 250 personnel engaged with our organisation which consists of a mixture of both Employees & Contractors. Headquartered in Stirling, Dron & Dickson has further branches in Aberdeen, Lowestoft and Hull with an international branch in Abu Dhabi. In addition to our onshore employees, we have a number of offshore staff who work in various locations worldwide.

Our Supply Chain

Our supply chain includes the sourcing of material, equipment, labour and services to enable the organisation to service/supply the requirements of our clients within various industries worldwide. Dron & Dickson conduct thorough supplier reviews to ensure they continue to meet our high standards.

Our Policies on Slavery and Human Trafficking

We are committed to verifying that our external providers have policies in place to prevent child labour, slavery and human trafficking. Our modern slavery and human trafficking policy reflect our commitment to acting fairly, ethically and with integrity in all our business relationships. In addition, we operate several internal processes and policies to ensure we are conducting business in an ethical and transparent manner. These include:

- PL012 Ethics Policy
- PR046 Offshore & PR043 Onshore Recruitment and Selection
- PR055 Control of Contractors
- PR019 New Supplier & Current Supplier Review

Due Diligence Process for Slavery and Human Trafficking

Employment

Dron & Dickson ensure strict compliance checks for all candidates who are offered employment. Our Human Resources department verifies the identity and the right to work of each worker prior to commencing employment with the organisation.

Supply Chain

As part of our commitment to identify and eradicate slavery and human trafficking within our supply chain, we undertake several steps regarding the due diligence of our supply chains to ensure compliance and legislative obligations. Our due diligence process includes:

- Operating a strict procurement process, requiring suppliers to comply with all applicable laws and standards, including those which relate to the Modern Slavery Act;
- Expect our suppliers to evidence that they have suitable policies and processes in place within their own businesses to prevent, child labour, slavery and human trafficking and to cascade these policies to their own suppliers;
- Undertake a continuous review of assurance information from existing suppliers and follow up where relevant whilst reserving the right for Dron & Dickson to audit this information as we see fit.

Our overall aim is to identify and assess potential risk areas and reduce the risk of slavery and human trafficking occurring in our business and supply chains whilst undertaking continuous review of potential risk areas in our business and supply chains.

Training

All Dron & Dickson staff are expected to comply with all laws and act in accordance with local guidelines, regulations and acts. To ensure full compliance under the Modern Slavery Act, we provide regular training to all relevant members of staff to raise awareness of the issues surrounding modern slavery and what to do if they suspect that it is taking place within our supply.

Declaration

This statement has been approved by the Board of Directors and is made in accordance to Section 54 of the Modern Slavery Act 2015 and constitutes Dron & Dickson Ltd's Modern Slavery and Human Trafficking statement for the financial year ending May 2020/21.

Signed



Date: June 2020

Group Strategic Growth Director