

Davro Site Services Ltd t/a DAVLAV

Modern Slavery Policy Statement

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 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 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 supplier's 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 to the authorities.

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

- Assessing risks in the provision of services
- Assessing any non-conformance logged against the supplier
- 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 publishing this policy statement on our website and staff training.

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 Supplier Approval Questionnaire?
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?

Financials

Davlav are not required to produce a Modern Slavery Statement under Section 54 of the Modern Slavery Act 2015. Davlav choose to publish this policy statement based on our company values, and with a view to encourage and highlight awareness.

This statement covers October 2020 – September 2021 and has been approved by the board members of Davro Site Services Limited t/a Davlav at the board meeting on 24th September 2020



Steve Payne
Chief Executive Officer

October 2020