


QMS – Group Policy Manual	
Modern Slavery and the Supply Chain	
Date: 21/07/2016	Issue: 01
Document No: POL033	Pages: 2
Author: S. Dalziel	Authorised By: 

J.R Dalziel - Modern Slavery and Human Trafficking Policy Statement

Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

Our Commitment

JR Dalziel is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any sort of a business relationship with our individual business units.

Due diligence processes for slavery and human trafficking

J.R Dalziel has a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

As part of our initiative to identify and mitigate risk HR in combination with Mentor has in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Our supply chain providers are always with a UK provider and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

Training

Each site will be responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

HR in conjunction with the specific site will ensure employees receive an induction into the business where our policies, procedures and expectations are outlined.

Our effectiveness in combating slavery and human trafficking

The J.R Dalziel uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:


HR in conjunction with the sites will conduct labour monitoring, right to work documentation and payroll audits

The Purchasing teams will undertake a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.

The Technical department will regularly review policies from Ethical Policy (POL004) including ethical systems such as Sedex and associated codes of conduct, POL26 Product Authenticity, Claims, TACCP and Chain of Custody Policy (POL026), through the Supplier approval system (TEC002), and our working practices which show our commitment.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement.



QMS – Group Policy Manual	
Modern Slavery and the Supply Chain	
Date: 21/07/2016	Issue: 01
Document No: POL033	Pages: 2
Author: S. Dalziel	Authorised By: 






Reporting suspicions of slavery

Employees can report any suspicions of slavery either through the Public Interest Disclosure (Whistleblowing) policy or externally to the Modern Slavery Helpline. Details are set out below:

<https://modernslavery.co.uk/contact.html>

0800 0121 700.

The Policy will be reviewed on an annual basis to ensure the statement is up to date.

Signed By: Senior Site Manager		Date: 10.10.2016
Signed By: HR Manager		Date: 3.10.2016.
Signed By: Group Technical Manager		Date: 03.10.16
Signed By: Managing Director		Date: 30.9.16
Signed By: Chairman		Date: 30.9.16