

**QUALITY MANAGEMENT SYSTEM****MODERN SLAVERY POLICY****Introduction**

Dennis John Service Group Ltd is a soft services provider which delivers electrical services to clients employing a diverse workforce which consists of 88% foreign nationals. The most common countries of origin for modern slavery in the UK are foreign nationals from Albania, Vietnam, Nigeria, Romania and Poland.

We recognise that, today, slavery still takes place and is abhorrent. It can take the form of compelling vulnerable people to work for little or no payment, in a variety of industries, and with an implied or real threat of violence.

As a reputable organisation, we wish to play our part in stamping this practice out and, to that end, we have safeguards in place to ensure no person can be employed by us, or through one of our agents or suppliers, under such circumstances. These safeguards are described below.

**Direct employees**

In our Electrical services, employees are required to supply referees, proof of address, bank account verification and entitlement to work in the UK. Part of the proof of identity is the production of a current passport/ work permit. This document would normally be withheld by traffickers so its availability at interview would reassure us of the person's freedom.

Training is provided to all managers and supervisors to ensure that the documentation provided to verify a person's identification is authentic and not a forgery or stolen identification from a similar looking individual.

**Sub-contractors**

The use of sub-contractors is the exception.

In our electrical services, sub-contractors must be reputable and holders of BS EN ISO 9001 accreditation. We judge that a company with this certification is highly unlikely to behave in a nature that would condone slavery or human trafficking.

**Suppliers**

The purchase of quality critical supplies and services may only be made through approved suppliers who have been verified and appointed to our Approved Suppliers List. Part of the verification process includes the completion of a statement to the effect that the supplier has robust employment measures in place and only sources their materials from known parties.

**Anti-Slavery Statement**

DJSG fully supports the Modern Slavery Act 2015

DJSG provides services to its clients via directly employed electrical operatives and a UK based contractor network.

We carry out thorough due diligence on all our major supply chain partners and will for any new major contractor or supplier take steps to ensure confirmation of their compliance with the Act.