



MODERN SLAVERY POLICY

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Authorised:

A handwritten signature in black ink that reads "M. Eracleous".

Michael Eracleous

Chairman

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Summary

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

DMJ Services (London) Ltd is committed to improving our practices to combat slavery and human trafficking.

Organisational Structure

DMJ Services (London) Ltd is a cleaning service provider offering premium cleaning services to leading organisations and government departments throughout the England.

Policy Statement

DMJ Services (London) Ltd is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Considering the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place measures that capture and monitor working practices of both DMJ Services (London) Ltd and its suppliers.

It is further noted that at this time the business is not required to formally report these measures owing to the stipulated turnover threshold but have implemented this policy as best practice.

Our Modern Slavery and Human Trafficking Policy demonstrates our commitment to acting ethically with integrity in all our business relationships and to implement along with enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Process

As part of our initiative to identify and mitigate risk we have in place:

Human Resource Procedures

- A comprehensive range of policies and practices have been applied including an Equality and Diversity policy, Formal Grievance and Disciplinary policies to protect and ensure that staff rights and responsibilities are upheld.
- Regarding pay, the business conduct competitor surveillance to ensure that staff remuneration packages are competitive and sustainable within the industry expectations.

HR Policies and Operating Procedures ensure that only relevant information is retained within personnel files, this includes copies of original documentation that has been signed off by the HR Department with no original documentation (e.g. passports) are retained by the business.

Procurement Procedures

The business conducts a rigid tender process and review of supplier working practices to ensure they are consistent with those of DMJ Services (London) Ltd. Regular supplier review meetings are held in order to;

- Engage with our supplier base on a regular basis.
- Identify and monitor potential risk of slavery and human trafficking in our supply chains.

Measures are Incorporated within the tender process to address slavery and human trafficking with potential new suppliers.

Suppliers

DMJ Services (London) Ltd has a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain (including contractors) comply with our values we operate a preferred suppliers list which is subject to regular review, this includes;

- Engage with supplier base to secure a commitment to work with the business to identify and monitor slavery and human trafficking down the supply chain.
- Register all supplier responses on an annual basis.
- Reduce and identify our key supply chains

Raising Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff, via our Company Induction program.

Document Revision History

21/03/2020	Issue 1	Document Created by C.E.
21/03/2022	Issue 1	Document Reviewed by OP, no changes made.