

INTRODUCTION

J.F. & H. Dowds Ltd (trading as Dowds Group) remain fully committed to compliance with the Modern Slavery Act 2015 ("Act") in all its divisions, not only in its own dealings but in those of its supply chain.

ORGANISATION STRUCTURE

Dowds Electrical (Holdings) Limited is the ultimate parent company of Dowds Group, an independent and family owned business employing approximately 215 people and providing provides Building Services (MEP), Construction and Specialist Ventilation Services. We have an annual turnover of approximately £41.2 million.

RESPONSIBILITY

The Board of Directors are committed to improving our practices to combat slavery and human trafficking and have overall responsibility for ensuring that this policy fulfils with our legal and ethical obligations and that compliance to the policy is upheld.

OUR MEASURES

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

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) 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:

- For currently utilised supply chain partners we are continuing to request confirmation of their compliance with the Modern Slavery Act 2015
- All new supply chain partners (excluding sole traders or micro businesses) are required to confirm compliance with the Modern Slavery Act 2015

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st March 2020.



James Dowds
Managing Director

This policy was last reviewed on 5th March 2021 and is due for review 5th March 2022.

J.F & H DOWDS LTD TRADING AS DOWDS GROUP