

# ERNEST DOE & SONS LTD

Registered number: 00431173

## Anti-Slavery Statement

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. This statement sets out the steps that Ernest Doe & Sons Ltd takes to support its commitment to ensuring that modern slavery is not taking place within its business or supply chain.

### Current Activity

Ernest Doe & Sons Ltd is a machinery dealer, providing parts sales and service. We exercise due diligence when accepting new suppliers and are reviewing the practices of existing suppliers by, for example:

1. Perform human rights due diligence in our business and our supply chain ensuring the health and safety of employees during the COVID-19 pandemic, ensuring adherence to local and national government policies.
2. Evaluate fluctuation in demand and changes in our suppliers operating model ensuring no new or increased risk of labour exploitation.
3. Ceasing to conduct business with suppliers who fail to demonstrate a genuine willingness to prevent modern slavery in their business activities.

Other factors which assist us in identifying and preventing modern slavery in our operations and supply chain are:

**Environmental Policy:** In accordance with the Company's environmental policy, we are committed to managing our operations in an environmentally and socially responsible manner, recognising that non-financial performance contributes to creating long-term value and a sustainable business. We seek to find better ways to engage employees and customers and work with them to find solutions to key social and environmental issues.

**Whistleblowing Policy:** Ernest Doe & Sons Ltd encourages all employees to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment and, indeed, any matter of a serious nature. This policy is published in the Company's Employee handbook.

### Board Approval

On 2<sup>nd</sup> November 2020, this statement was approved by the Board of Directors of Ernest Doe & Sons Ltd, who review and update it annually within six months of the Company's 31st December financial year end.

Signed.

*Angus E. Doe*

Angus E. Doe  
Managing Director

Updated 2<sup>nd</sup> November 2020