

## Modern Slavery Statement

This statement is made as part of Dosbarth's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Dosbarth operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year 04/2021 to 04/2021. It was approved by The Managing Director of the company.

Dosbarth is a limited company operating in the recruitment sector. We supply temporary workers in Educational sectors. Our office is based in Llandysul, Ceredigion.

Dosbarth is an independent business.

As part of our business, we also work with the following organisations:

the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com))

Technology services

The Information Commissioner's Office ([www.ico.org.uk](http://www.ico.org.uk))

Pensions administration services

Education workforce council

Regulatory bodies for Wales

Financial administration

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Dosbarth has a modern slavery policy available on request.

In addition, Dosbarth has the following policies which incorporate ethical standards for our staff.

- Equal Opportunities & Diversity Policy
- Anti-Bribery & Corruption Policy
- Whistleblowing Policy

Dosbarth's policies are established by our senior leadership team based on advice from HR professionals, industry best practice and legal advice. We review our policies annually or as needed to adapt to changes.

We undergo a 'Ways of Working' consultation with all the workers we engage in order to determine upon what basis they are intending to provide their services (as an employee or self-employed) and we advise on each way of working in order to ensure the worker is comfortable operating in such a manner. As part of our

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process, we ensure that employees are not under undue influence from any third parties to accept employment with and ensure that individuals are entering into contracts under their own freewill.

We undertake 'Right to Work Checks' and maintain a heightened 'Know Your Client' process for all overseas nationals looking to secure work in the UK without discriminating against any workers on the basis of their race, nationality, caste, creed or colour.

We have in place processes and systems to:

- Identify and assess potential risk areas in our supply chains with the use of an escalation process through our Compliance Team.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Report potential instances of modern slavery and human trafficking.
- Protect whistle-blowers.

We have zero tolerance to slavery and human trafficking, and we are keen to ensure that all those in our supply chain comply with our ethics.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide ongoing training to our staff and in particular to those who are responsible for purchasing and human resourcing. Training is also provided to all new employees to ensure they are aware of our stance on preventing slavery and human trafficking within the businesses and supply chains and how to identify if someone is being trafficked.