

## Introduction

Dron & Dickson Ltd has a zero-tolerance approach to modern slavery. We pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organisation.

We are committed to ensuring that modern slavery does not take place anywhere within Dron & Dickson's business or in any of its supply chains. We strive to meet our obligations under the Modern Slavery Act 2015 and we expect our contractors, suppliers and business partners to adhere to the same high standards.

## Organisational Structure

Dron & Dickson is recognised as leaders in the supply and maintenance of hazardous area electrical equipment. Our UK network of wholesale branches is able to supply quality brand name electrical equipment from leading manufacturers supported by the highest level of customer service.

Dron & Dickson currently employ approximately 250 people, based onshore and offshore. Headquartered in Stirling, Dron & Dickson has further branches in Aberdeen, Lowestoft and Hull with an international branch in Abu Dhabi. In addition to our onshore employees, we have a number of offshore staff who work in various locations worldwide.

## Our Supply Chain

Our supply chain includes the sourcing of material, equipment, labour and services to enable the organisation to service/supply the requirements of our clients within various industries worldwide. Dron & Dickson conduct thorough supplier reviews to ensure they continue to meet our high standards.

## Our Policies on Slavery and Human Trafficking

We are committed to verifying that our external providers have policies in place to prevent slavery and human trafficking. Our modern slavery and human trafficking policy reflects our commitment to acting fairly, ethically and with integrity in all our business relationships and in line with our recruitment process.

## Due Diligence Process for Slavery and Human Trafficking

Dron & Dickson ensure strict compliance checks for all candidates who are offered employment. Our Human Resources department verifies the identity and the right to work of each worker prior to commencing employment with the organisation.

As part of our commitment to identify and eradicate slavery and human trafficking within our supply chain we undertake due diligence on our supply chains to ensure compliance and legislative obligations. Evidence of modern slavery documentation is requested by Dron & Dickson's Supplier Questionnaire and Supplier Audit to ensure our suppliers' business operations are free from slavery and human trafficking practices whether in the UK or overseas, both internally and within their supply chains and other external business relationships.



## Training

All Dron & Dickson staff are expected to comply with all laws and act in accordance with local guidelines, regulations and acts. To ensure full compliance under the Modern Slavery Act, we provide training to all relevant members of staff.

## Declaration

This statement is made in accordance to Section 54 of the Modern Slavery Act 2015 and constitutes Dron & Dickson Ltd's Modern Slavery and Human Trafficking statement for the financial year ending May 2016/17.

Signed

A handwritten signature in black ink, appearing to read "Colin M...".

Date: March 2018