

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Dutypoint Limited's actions to understand all potential modern slavery risks related to its business, and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1st April 2018 to 31st March 2019.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisation structure and supply chains

This statement covers the activities of Dutypoint Limited:

Dutypoint Limited is an organisation manufacturing and supplying pumps and pumps systems to commercial and residential organisations. This includes water boosting systems, packaged pump stations, water conditioners, hot water storage units, heat interface units etc., together with associated products, commissioning and servicing programmes.

Countries of operation and supply

Dutypoint Limited currently operates in the UK and Europe. No areas of high risk have been identified.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

Policies: HR and QHS Managers, together with external ISO9001 consultants

Investigations/Due Diligence: Compliance Manager, HR Manager and Purchasing Manager

Dutypoint Limited undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;

- Evaluating the modern slavery and human trafficking risks of each new supplier;
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- Conducting supplier audits or assessments through the organisation's ISO9001:2015 Quality programme, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- Taking steps to improve substandard suppliers' practices;
- Participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking

Training

Dutypoint Limited required HR and Purchasing professionals with the organisation to complete training on modern slavery. The modern slavery training covers:

- Our business's purchasing practices which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- How to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- How to identify the signs of slavery and human trafficking;
- What initial steps should be taken if slavery or human trafficking is suspected;
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- What messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- What steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

Awareness-raising Programme

As well as training staff, the organisation has raised awareness of modern slavery issues by distributing leaflets to staff and putting up posters across the premises which convey:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

Board Approval

This statement has been approved by Dutypoint Ltd's Board of Directors, who will review and update it annually.

Signed:



Nigel Freeman
Managing Director

Date: 1st November 2018