



Doby Verrolec
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19th February 2025

Modern Slavery Statement

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the year ending 2024.

Doby Cleats Ltd TA Doby Verrolec is committed to preventing modern slavery and human trafficking in our business activities and supply chains.

This statement sets out the actions of Doby Cleats Ltd TA Doby Verrolec to understand all potential modern slavery risks related to its business, and the measures taken to ensure there is no slavery or human trafficking in its own business or supply chains.

This statement applies to all of Doby Cleats Ltd TA Doby Verrolec activities both in the UK and overseas.

Our Business

Doby Cleats Ltd TA Doby Verrolec is a leading manufacturer of HVAC jointing components, ancillary products and wire suspension systems which are supplied worldwide.

Doby Cleats Ltd TA Doby Verrolec also manufacture and supply roller door lath and profiles which are supplied in to the UK market.

Doby Cleats Ltd TA Doby Verrolec also provides specialist engineering services for custom profiles and tooling, and other sub-contract engineering services.

We operate our business from our manufacturing facility in Stanley, Durham UK, and our supply chains include UK & overseas.

The majority of our products are produced in house at our own manufacturing facility in the UK.

For products and services not from our own facility we operate a strict due diligence process as detailed below.

Our Policies

We have implemented several policies to ensure we are conducting business ethically and transparently including but not limited to:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Business Code of Conduct

Doby Cleats Ltd TA Doby Verrolec is committed to the highest standards of ethics regarding our own employees. We act in an ethical manner and within the law in respect of rates of pay and working hours. We operate a culture of dignity, respect and inclusion, and ensure safe working conditions.

Due Diligence Process

To identify and mitigate the risks of modern slavery we conduct due diligence as follows:

- Perform due diligence checks on new suppliers and subcontractors via our new supplier/subcontractor process before goods or services can be provided
- We operate and maintain a preferred and authorised supplier/subcontractor list
- Regular review of existing suppliers
- Conduct risk assessments of our supply chains
- Conduct supplier audits where necessary
- Require all suppliers to read, sign and adhere to our Anti-Slavery and Human Trafficking Policy and Business Code of Conduct to confirm that no part of their business contradicts these policies.
- Require suppliers/subcontractors to notify us immediately if they believe there has been a contradiction to our policy, or slavery or human trafficking has been found in their supply chain.

Training and Awareness

We provide training to all employees to ensure they can identify and understand the risks of modern slavery, and know how to report any concerns. This training is part of our new employee induction process and is required to be refreshed on an annual basis.

Monitoring and Reporting

Our Quality and Environmental Manager is responsible for monitoring the effectiveness of our policies and procedures. This is done by surveying and monitoring the supply chain, and requesting written confirmation of adherence to our policies, and the submission of the supplying organisations own policies and procedures in relation to compliance with the Modern Slavery Act 2015.

We encourage all stakeholders to report any concerns regarding modern slavery through our Whistleblowing Policy.

Commitment to Improvement

We are committed to continuously improving our practices to combat modern slavery. We will review and update our policies and procedures regularly to ensure they remain effective and in line with requirements.

Approval

This statement has been approved by our Managing Director and will be reviewed and updated annually.

This statement was approved by:

A handwritten signature in black ink that reads "AFisher".

Amy Fisher
Managing Director
19th February 2025