

Anti-Slavery and Human Trafficking Policy

Company Name: MDD Fabrication & Engineering Limited

Effective Date: 12/09/2025

Review Date: 12/09/2026

Approved by: Nathan Diniz, Director

1. Introduction

MDD Fabrication & Engineering Limited is committed to preventing modern slavery and human trafficking in all aspects of its business and supply chains. We adopt a zero-tolerance approach and strive to act ethically and with integrity in all our operations.

2. Our Business

MDD Fabrication & Engineering Limited operates in the UK's engineering and fabrication sector, providing specialist services to clients across various industries. Our supply chain includes subcontractors, material suppliers, and service providers.

3. Our Commitment

We are committed to:

- Ensuring modern slavery and human trafficking do not occur in our business or supply chains.
- Complying with the Modern Slavery Act 2015.
- Promoting transparency and accountability.

4. Policies

We have implemented the following policies:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Recruitment and Employment Policy

These policies ensure ethical conduct, legal compliance, and protection against exploitation.

5. Due Diligence

We conduct due diligence on suppliers and contractors to assess risks related to modern slavery. This includes:

- Supplier questionnaires
- Contractual clauses prohibiting slavery and trafficking
- Risk-based audits and reviews

6. Risk Assessment

We assess risks based on:

- Geographic location of suppliers
- Nature of services or goods provided
- Labour practices and transparency

7. Training

All staff receive training on identifying and reporting signs of modern slavery. Managers are trained to handle concerns confidentially and appropriately.

8. Reporting Concerns

Employees and stakeholders are encouraged to report concerns via our whistleblowing channels. All reports are investigated confidentially and thoroughly.

9. Effectiveness

We monitor the effectiveness of our approach through:

- Annual policy reviews
- Supplier compliance checks
- Staff feedback and incident reporting

10. Future Steps

We will continue to:

- Strengthen supplier engagement
- Improve training and awareness
- Enhance risk assessment tools