



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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1. Our Commitment

Dexacon Ltd is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery, forced labour, human trafficking, child labour and all forms of exploitation.

We are committed to protecting human rights and ensuring that slavery and human trafficking have no place within our business or supply chain.

2. Purpose

This Statement outlines the measures Dexacon Ltd takes to prevent modern slavery and human trafficking within our business operations and supply chain.

Although Dexacon Ltd may not be legally required to publish an annual statement under Section 54 of the Modern Slavery Act 2015, we have chosen to adopt this policy as part of our commitment to responsible business practices.

3. Our Business

Dexacon Ltd provides construction, refurbishment, maintenance and property services throughout the United Kingdom.

We work with employees, subcontractors, suppliers and professional service providers to deliver projects safely, ethically and to a high professional standard.

4. Our Values

Our business is founded on:

- **Integrity.**
- **Respect.**
- **Fair treatment.**
- **Professionalism.**
- **Accountability.**
- **Transparency.**
- **Compliance with the law.**

These values guide our relationships with employees, subcontractors, suppliers, clients and the wider community.

5. Our Supply Chain

We recognise that the construction industry can present risks associated with labour exploitation and unethical employment practices.

To help reduce these risks, Dexacon Ltd aims to:

- **Work with reputable suppliers and subcontractors.**
- **Select business partners who share our ethical standards.**
- **Expect suppliers to comply with applicable employment legislation.**
- **Encourage lawful recruitment and fair employment practices.**
- **Challenge practices that appear inconsistent with our values.**

Where concerns are identified, we will take appropriate action, which may include further enquiries, requesting corrective action or ending the business relationship.

6. Employment Practices

Dexacon Ltd is committed to ensuring that:

- **Employment is freely chosen.**
- **Workers are treated fairly and with dignity.**
- **Employees receive lawful pay and employment rights.**
- **Working hours comply with applicable legislation.**
- **No employee is subjected to forced, bonded or compulsory labour.**
 - **Child labour is not used.**

- Identity documents are never withheld as a condition of employment.
 - Employees are free to leave their employment in accordance with their contractual obligations.
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7. Responsibilities

The Managing Director has overall responsibility for ensuring this policy is implemented and reviewed.

Managers, employees and subcontractors are expected to:

- Act ethically at all times.
 - Remain alert to indicators of modern slavery.
 - Report any concerns immediately.
 - Cooperate with any investigation.
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8. Reporting Concerns

Anyone who suspects modern slavery, forced labour or human trafficking within our business or supply chain is encouraged to report their concerns without delay.

Reports will be treated seriously, investigated appropriately and handled as confidentially as possible.

Dexacon Ltd will not tolerate retaliation against anyone who raises a genuine concern in good faith.

9. Training and Awareness

Dexacon Ltd will promote awareness of modern slavery through:

- Employee induction.
- Company policies and procedures.
- Management guidance.
- Periodic communication where appropriate.

As the business grows, additional training may be provided for employees involved in procurement, recruitment and supplier management.

10. Monitoring and Continuous Improvement

We will regularly review our business practices and supply chain arrangements to identify opportunities for improvement and to strengthen our commitment to ethical business conduct.

This statement will be reviewed annually and updated where necessary to reflect changes in legislation, business operations or identified risks.

11. Approval

This Modern Slavery and Human Trafficking Statement has been approved by the Managing Director of Dexacon Ltd and represents the company's commitment to conducting business responsibly, protecting human rights and promoting ethical working practices throughout our operations and supply chain.

Dexacon Ltd believes that every person has the right to work freely, safely and with dignity. We are committed to playing our part in eliminating modern slavery and human trafficking from the construction industry and the wider business community.