

Dynamic Mechanical Services Ltd.
Modern Slavery and Human Trafficking Statement
01/07/2022

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 01/07/2022 – 01/07/2023

The statement sets down Dynamic Mechanical Services Ltd. commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Dynamic Mechanical Services Ltd. which are as follows:

The Company provides Other Engineering Services such as installation and maintenance of plant used by manufacturers, warehouse operators, facility operators, and many commercial business premises throughout the U.K.

Materials are sourced through national or international reputable suppliers.

Heating systems – Grafton Group Plc
Mechanical – SBS Ltd.
Engine Parts – Cummins UK Ltd
Engine Parts – Finning UK Ltd.
Power Distribution Services – Pleavin Power Ltd.
Electrical Installation – Intellect UK Ltd.
HVAC – Lindab Ltd
HVAC – Wolseley/Climate Centre
Gas Analysers – Kane International Ltd.
Gas Analysers – Testo Ltd.
Tanks – Chem-Resist Group Ltd.

The Company currently operates in the following countries:

England .

[The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking:

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

- 1.1 Policies: Director, Bret Bardsley is responsible for creating and reviewing policies. The process by which policies are developed is by assessing Key performance indicators (KPI's) developing training and raising awareness through the company at all levels.
- 1.2 Risk assessments: Bret Bardsley is responsible for risk assessments in respect of human rights and modern slavery
- 1.3 Due diligence: Directors are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all employees, existing, temporary or new employees to undertake specific training related to modern slavery and human trafficking .

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations [insert links to the relevant Company policy]:

- 2.1 **Whistleblowing policy** the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Employee Code of Conduct** The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities. .

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process include building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Actions taken as part of due diligence include but are not limited to:

- **Identifying and assessing potential risk areas in our supply chain**
- **Mitigating the risk of human trafficking or slavery happening within our supply chain**
- **Monitoring all areas in our supply chain that are at risk**
- **Protecting and promote whistleblowers and our whistleblowing policy**
- **Where required, carry out in depth due diligence checks on individuals or suppliers where required.**

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains

- Completion and promoting of audits by external provider
- Use of labour monitoring and payroll systems; and a;
- Level of communication and personal contact with the next link in the supply chain and assessing their understanding of, and compliance with, our expectations

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Bret Bardsley

Position: Director

Date: 01/07/2022

Signature:

