

DMD Recruitment Ltd- Modern Slavery and Human Trafficking Statement

We are committed to ensuring that no practices of modern slavery or human trafficking take place within DMD Recruitment Limited. Whether directly or within our supply chain and ensuring that we continue to review our practices for consistency with best practice.

Organisation Structure

DMD Recruitment Limited's Head office is located within Bury, more specifically, Lester House, 21 Broad Street, BL9 0DA, this is the location in which the employees work. There are different divisions within the organisation however all located within the office in Bury. The organisation is controlled by a board of Directors, Donna Dalton and Jason Dunn, followed by consultants, admin and compliance.

Our Business and Supply Chains

Our business serves Commercial and individual customers.

Our supply chains include third party suppliers of IT services, telecoms, facilities management services including, for example, cleaning, security and stationary; marketing materials; and professional services such as accountancy and HR Services.

Our Policies on Modern Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of the business. We strive to act in an ethical manner with respect to all of our suppliers and business partners and to endorse the same high standards within their dealings with us.

Combatting Slavery and Human Trafficking and Identifying any Risks

We continue to conduct internal assessments to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains. In terms of the level of risk, because of the nature of our business and our suppliers, our assessment shows a lower risk profile than in many other industries. We intend to continue focusing on our supply chains going forward through our periodical internal audits of such suppliers. Any risks identified from these audits will also be recorded and escalated if needs be. We intend to maintain records of, and monitor, any risks identified. We have also introduced modern slavery and human trafficking queries as part of our internal audits of suppliers.

We have updated many of our standard agreement with third party suppliers to incorporate provisions around compliance with the Modern Slavery Act 2015, and we obtain confirmation as part of our on-boarding process with new suppliers that they, their affiliates and their subcontractors comply with the Act; and do not engage in modern slavery practices.

Due Diligence Process for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we carry out ongoing monitoring of the third party suppliers we use.

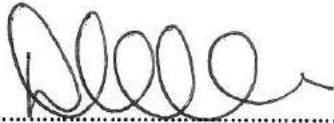
Supplier Adhere to our Values

We have in place various internal vendor and supplier policies which are designed to ensure all those in our supply chain comply with our values and to minimise the risk of slavery and human trafficking.

Specific Steps taken in Last Period

We Have:

- Shared this statement with all our staff members and included it within our joining materials for our new employees;
- Continued to further examine our supply chains to identify any risk areas;
- Updated our internal whistle- blower policy, to incorporate specific provisions linking to the Act.

A handwritten signature in black ink, consisting of several loops and a trailing flourish, positioned above a dotted line.

Director of DMD Recruitment Limited

Date: 31st July 2019