



DRONE SITE SURVEYS

WORK SMARTER

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MODERN SLAVERY POLICY

Modern Slavery Policy

1. Policy Statement

Drone Site Surveys Ltd is committed to eliminating all forms of modern slavery, human trafficking, forced and compulsory labour, and child labour within its operations and supply chains. We operate with integrity, transparency, and accountability to ensure modern slavery has no place in our business practices.

This policy forms the foundation of our compliance with Section 54 of the Modern Slavery Act 2015, which requires organisations to publicly disclose their efforts to combat modern slavery. A transparency statement, accessible from our website's homepage, outlines the actions we take to address these issues.

2. Scope

This policy applies to all individuals working for Drone Site Surveys Ltd or on our behalf, including employees, directors, officers, agency workers, contractors, consultants, suppliers, and other third-party representatives.

3. Definitions

- **Modern Slavery:** Encompasses slavery, servitude, forced or compulsory labour, and human trafficking as defined by the Modern Slavery Act 2015.
- **Forced Labour:** Any work or service not performed voluntarily and imposed under threat of penalty.
- **Human Trafficking:** The recruitment, transportation, transfer, or harbouring of individuals by means of threat, force, or fraud for exploitation.

4. Responsibility

- **Management:** Responsible for ensuring compliance with this policy, allocating resources for training, and enforcing ethical practices.
- **Compliance Officer:** Appointed to oversee the implementation, monitoring, and annual review of this policy and to ensure related processes are effective.
- **Employees and Contractors:** Obligated to adhere to the policy, report concerns, and participate in training.

4.1 Compliance Officer

Drone Site Surveys Ltd will appoint a Compliance Officer who will be responsible for the implementation and annual review of this policy and the related strategies to combat modern slavery.

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4.2 Risk Assessment

Conduct regular risk assessments to determine parts of the business and supply chains that are most at risk of modern slavery, and implement control measures accordingly.

4.3 Due Diligence Processes

Implement stringent procurement processes to ensure suppliers adhere to our ethical standards.

Require all suppliers to confirm their compliance with our Modern Slavery Policy.

Undertake due diligence when taking on new suppliers or renewing contracts.

4.4 Training

Provide training to employees to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business.

5. Transparency Statement

Drone Site Surveys Ltd publishes an annual transparency statement on our website. This document details:

- The steps taken to ensure that modern slavery is not present in our business or supply chains.
- Areas of potential risk within our operations and the actions undertaken to mitigate them.
- Progress made in implementing due diligence processes and improving supplier engagement.
- Key performance indicators (KPIs) used to measure policy effectiveness.

6. Risk Assessment

Drone Site Surveys Ltd conducts regular risk assessments to identify areas of vulnerability within our operations and supply chains. High-risk areas are prioritised for intervention, and measures are implemented to mitigate identified risks.

7. Due Diligence Processes

- All suppliers must confirm adherence to our Modern Slavery Policy as part of their contract.
- Robust due diligence processes are conducted for new suppliers, focusing on their ethical practices.

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- Existing supplier relationships are periodically reviewed to ensure continued compliance.

8. Training

Drone Site Surveys Ltd provides comprehensive training to employees and contractors to ensure they understand the risks of modern slavery and can recognise warning signs within the supply chain.

9. Reporting Concerns

Drone Site Surveys Ltd encourages employees, suppliers, and other stakeholders to report any concerns about modern slavery or human trafficking without fear of retaliation. Reports can be made through:

- A confidential whistleblowing hotline.
- A secure email reporting system: info@dronesitesurveys.co.uk

All reports will be investigated promptly and thoroughly.

10. Breach of the Policy

Any breach of this policy will be treated as a serious disciplinary matter and may result in termination of contracts or employment. Suppliers found in breach will face immediate review and possible contract termination.

11. Policy Review

This policy is reviewed annually and updated to reflect changes in legislation, industry standards, and best practices. The next review date is scheduled for **11/12/2025**.

12. Communication and Implementation

This policy is communicated to all employees, suppliers, and stakeholders as part of their induction and contracting processes. Additionally, it is publicly available on our website for customers and external parties.

13. Key Performance Indicators

Drone Site Surveys Ltd measures the success of this policy using the following KPIs:

- Number of employees and contractors trained on modern slavery risks.
- Percentage of suppliers audited for compliance annually.
- Number of concerns reported and addressed within a year.

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Contact Information

If you have any questions or concerns about our Modern Slavery Policy, please contact us at:

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Director

Anthony Carter

12/12/2024

