

Modern Slavery Statement for Year 2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Digby Plant Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Digby Civils Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Digby Civils Ltd is a family run company based in South Wales that has over 40 years experience in the construction industry. We supply operated and self-operated plant from mini diggers to 35t excavators. All operators hold blue CPCS and PTS cards, medicals and have a minimum of 5 years experience. Digby Civils can accommodate a considerable array of clients on a national basis specialising in plant hire, earthworks and civil engineering. We pride ourselves on providing a quality driven service with a commitment to health and safety; all plant are now equipped with Prolec PME 500 and we have an internal health and safety advisor who is NEBOSH qualified thus satisfying all clients that the job will be carried out safely and efficiently.

Our high risk areas

Digby Civils has identified its use of agency workers as high risk as the transient nature of zero hour contract workers and their movability can potentially mean that there is an increased likelihood of modern slavery. It is of the utmost importance therefore that Digby Civils is committed and diligent in checking documents of all workers and highlighting the policies to all suppliers.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Equality of Opportunity policy. We operate a robust equality policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.



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Our suppliers

Digby Civils Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Director

Name (Director): **Daniel Digby**

Signature: 

Date: 01 January 2020