

The Doric Group - Modern slavery statement 2017

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Doric Group 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. The Doric Group 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.

Company Structure

The Doric Group, including Ashford Homes (South Western) Limited, Doric Developments (Bath) Limited and the Islington Motor Group, comprises a premium quality house builder and developer and an automotive group, all based in the South West of England.

Risk areas

The areas of our operations that could be affected by modern slavery and human trafficking are our direct employees, agency workers, sub-contractors and the workforces of our supply chains. The steps that we are taking to mitigate potential risks are as follows:

Employees We conduct Right to Work checks on new employees and ensure all employees are aware of our Company policies. We are committed to providing our employees with a rewarding, positive, open and fair working environment, focused around equal opportunities.

Agency workers We aim to only engage agency workers from reputable suppliers. Over the next year we will aim to only use labour providers who demonstrate an ethical approach to the provision of labour.

Sub-contractors The majority of our sub-contractors have long standing relationships with the Doric Group and are UK based. Over the next year, we will incorporate an anti-slavery policy into our sub-contractor contracts.

Supply chain The Doric Group takes a realistic and practicable approach to its supply chain and procurement process for a Company of its size. We aim to work with reputable suppliers and sub-contractors who demonstrate a quality and ethical aspect to the provision of goods and services, using local businesses wherever practicably possible. We endeavour to specify sustainable and ethically sourced materials and use locally sourced materials, including stone, wherever practicably possible. Over the next year, we aim to investigate the steps that our top suppliers are taking to combat modern slavery.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. Over the next year, we aim to develop an anti-slavery policy, a whistleblowing policy and a code of business conduct, ensuring that these, and existing policies, are streamlined across the Group companies.

Training/Awareness

We have registered with 'Stronger Together' and the 'Supply Chain Sustainability School' to enable us to strengthen our understanding and to access training and resources.

Over the next year, we will introduce training for line managers, site managers and procurement staff. We aim to make all staff aware of modern slavery and human trafficking and we will distribute/display appropriate resources.

This statement was approved by the Board of Directors and will be reviewed and updated annually.

Dr R.D. Timbrell-Whittle
Doric Group Chairman
3rd August 2018