

The Doric Group - Modern slavery statement 2018

This statement for the financial year ending 31st December 2018 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 maintain to ensure that modern slavery or human trafficking is not taking place within the 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 approved 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. We are introducing an anti-slavery policy which will be included in 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 wherever practicably possible, in alignment with our Environmental Policy. We now aim to invite our top suppliers to outline the steps they 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. We are working to streamline these policies across the Group companies.

Training/Awareness

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

Over the past year, all our line managers, site managers and procurement staff have undergone e-training. All staff have been made aware of modern slavery and human trafficking and appropriate resources have been distributed and displayed. Over the next year, line managers, site managers and procurement staff will undergo refresher training and new employees will receive e-training as part of their induction, where appropriate.

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

Dr R.D. Timbrell-Whittle
Doric Group Chairman
24th June 2019