

Our Commitment to the principles of the Modern Slavery Act 2015

DSM Demolition Ltd is committed to the principles of The Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for all of our staff. We want all of our staff to feel confident that they can expose wrongdoing, or suspected wrongdoing, without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the United Kingdom and to safeguard employees from abuse or coercion.

We do not enter into business with any organisation, in the United Kingdom or abroad which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Organisation Structure

DSM Demolition Ltd was formed in 1988 with its core business consisting of professional demolition, de-commissioning, asbestos removal and land remediation to the commercial, industrial, public and private business sectors. In 2017, a management buyout was agreed for the acquisition of St Francis Group and DSM Demolition with the two companies continuing to operate completely independently under the DSM SFG Holdings umbrella, as shown below.



Our supply chain

Our supply chains are limited, and we procure goods and services from a small range of pre-approved predominantly United Kingdom based suppliers.

We have identified sub-contractors for our contract sites as having the highest potential for not adhering to all the requirements of the Modern Slavery Act 2015. DSM's suppliers' approval process and site checking system have been designed to address this issue.

Due to the nature of our business and the mechanisms we have in place we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our principal policies in relation to the Modern Slavery Act 2015

The following policies are freely available to all staff:

- HR-PO – 21 Anti-Slavery Policy
- HR-PO – 08 Recruitment and Selection Policy
- HR-PO – 12 Confidential Reporting “Whistle Blowing” Policy
- PO – 10 Corporate Social Responsibility Policy
- PO – 19 Supply Chain Policy

Embedding the principles

We will continue to embed the principles contained in the above policies through:

- Ensuring that consideration of modern slavery risks and preventions are contained to DSM’s review process as an employer and purchaser of goods and services.
- Verifying the legitimacy of suppliers and subcontractors prior to engagement, assessing them for compliance with legal and ethical standards
- Including contractual provisions to ensure suppliers and subcontractors are compliant with the Modern Slavery Act 2015
- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring DSM’s purchasing strategies and issued contract terms and conditions include references to modern slavery and human trafficking.
- Ensure all staff involved in purchasing goods and services and the recruitment of staff receive training on modern slavery and ethical employment practices.
- Ensure site managers know how to, and carry out, checks on sub-contractors’ site staff.
- Ensure staff involved in purchasing activities are aware of and follow modern slavery procurement guidance on GOV.UK.
- Monitoring supplier performance and addressing any concerns identified during our working relationship.

Risk Assessment and Management

- DSM recognises that the demolition industry can present modern slavery risks through subcontracting arrangements and the temporary and regional nature of some of our works
- The areas considered to be the highest risk are as follows:
 - Temporary agency labour
 - Subcontracted labour
- In order to mitigate these risks DSM operates a risk based approach to supplier and subcontractor procurement, minimising the use of labour agencies and ensuring that subcontractors have robust modern slavery policies in place or are willing to work under the conditions of DSM’s Modern Slavery Policies. These risks are managed via DSM’s supplier approval process.

Reporting Concerns

DSM staff, subcontractors and all other stakeholders are encouraged to report any concerns or suspicions regarding modern slavery, forced labour or unethical employment practices. Report can be made in line with DSM’s confidential reporting policy or via their line manager or a company director.

Publication

This modern slavery statement is made available by being published on DSM’s website to any outside body or individual.

DSM has elected not to place these statements on the voluntary United Kingdom's Government's voluntary modern slavery statement register.

Previous versions of DSM's Modern Slavery Statements are held by DSM, but are not retained on DSM's website.

This has been issued in August 2026 as it is a new version of DSM's Modern Slavery Statement. Future versions will be issued between April - August each year to align with the financial year.

Key Performance Indicators (KPIs)

DSM used the following key performance indicators to measure the effectiveness of our steps taken against modern slavery.

- Percentage of staff that have undergone modern slavery and human trafficking training in the previous period.
- Number of reports of potential modern slavery and human trafficking violations in our supply chain in the previous period.

Approval

This statement covers the financial year 2025-2026 during which period no evidence of failing to comply with the Modern Slavery Act 2015 by DSM or any of our suppliers and sub-contractors was suspected or found.

This statement is issued under the authority of the Managing Director of DSM Demolition Ltd, who also takes on the functions of the slavery Compliance Officer.



Andrew Fletcher
Managing Director

Issue Date
Replace During

August 2026
August 2027