

ERNEST DOE & SONS LTD

Registered number: 00431173

Anti-Slavery Statement

Introduction

Ernest Doe & Sons Ltd is committed to conducting its business responsibly and with integrity, ensuring that modern slavery and human trafficking do not occur within our operations or supply chains. Modern slavery is a criminal offence and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking. This document comprises of Ernest Doe & Sons Ltd Anti-Slavery Statement and provides additional clarification in response to procurement requirements regarding Section 54 of the **Modern Slavery Act 2015**.

Organisation Structure, Business and Supply Chain

Ernest Doe & Sons Ltd is a UK-based machinery dealer providing equipment sales, servicing, and parts distribution. The company operates from several locations across the United Kingdom and supplies machinery and associated services primarily to the agricultural, construction and groundcare sectors.

Our supply chain includes:

- machinery manufacturers
- spare parts and component suppliers
- equipment and consumables suppliers
- logistics and distribution partners
- service and support contractors.

The majority of our suppliers are well-established manufacturers and distributors operating internationally. We recognise that supply chains can extend across multiple jurisdictions and therefore take steps to understand supplier relationships and associated risks.

Policies in Relation to Slavery and Human Trafficking

Ernest Doe & Sons Ltd maintains policies and procedures designed to ensure ethical business practices and to prevent modern slavery within the organisation and its supply chains.

These include:

Environmental and Social Responsibility Policy

The company manages its operations in an environmentally and socially responsible manner, recognising that non-financial performance contributes to long-term value and sustainable business practices.

Whistleblowing Policy

Employees are encouraged to report concerns relating to unlawful conduct, malpractice, public safety, environmental risks, or other serious matters. This policy is contained within the company's employee handbook and provides a clear route for raising concerns confidentially.

Due Diligence Processes

Ernest Doe & Sons Ltd exercises due diligence when engaging with new suppliers and when reviewing existing supplier relationships.

Our approach includes:

- assessing the structure of our supply chain
- evaluating suppliers based on the nature of their products and services
- considering the geographical origin of goods and services supplied
- monitoring the scale and volume of business conducted with suppliers.

We also review supplier operating models and changes in demand to ensure that increased production requirements do not create new risks relating to labour exploitation.

Where appropriate, supplier relationships may be reviewed or discontinued if suppliers fail to demonstrate a genuine commitment to preventing modern slavery within their operations.

Risk Assessment and Management

The company recognises that the risk of modern slavery can vary depending on sector, geography, and supply chain complexity.

As part of our ongoing risk management approach we consider:

- the geographical source of products and components
- the type of goods supplied
- changes in supplier structure or operating practices
- fluctuations in demand that may increase labour pressure.

By maintaining an understanding of these factors, Ernest Doe & Sons Ltd aims to identify areas where risk may arise and to ensure appropriate monitoring and engagement with suppliers.

Measuring Effectiveness

The effectiveness of the company's actions to prevent modern slavery is monitored through several measures including:

- supplier reviews and due diligence processes
- monitoring changes in supplier relationships or sourcing arrangements
- internal reporting procedures allowing employees to raise concerns
- periodic review of company policies and procedures.

The Board of Directors reviews the company's approach to modern slavery annually to ensure that appropriate governance and oversight remain in place.

Training and Awareness

Ernest Doe & Sons Ltd recognises the importance of employee awareness in identifying and preventing potential risks associated with modern slavery.

Awareness is supported through:

- employee policies and guidance contained within the company handbook
- management awareness of supply chain responsibilities
- internal procedures that encourage staff to raise concerns through established reporting channels.

The company will continue to review opportunities to strengthen awareness and training where appropriate.

Board Approval

On 31st July 2025, this statement was approved by the Board of Directors of Ernest Doe & Sons Ltd, who review and update it annually within six months of the Company's 31st December financial year end.

Signed.

Angus E. Doe

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Managing Director
Ernest Doe & Sons Ltd

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