



## **Modern Slavery Statement 2023-2024**

Dunstall Holdings Ltd, through its subsidiaries Rea Valley Tractors Ltd, RVT Commercial Vehicles Ltd, Altegra Integrated Solutions Ltd, Altegra Access and Security Ltd, Teme Valley Tractors (Welshpool) Ltd, and Teme Valley Tractors Ltd, are principally engaged in the sale, service, and repair of agricultural and commercial machinery, the supply of materials handling equipment, and the manufacture and installation of Aluminium Windows and Doors.

### **Our Commitment**

Dunstall Holdings Ltd. and its subsidiaries are committed to assisting with the eradication of Modern Slavery and Human Trafficking. We will work in line with section 54 of the Modern Slavery Act 2015.

We respect the human rights of everyone who works for us and those who work on our behalf, via our supply chains. Dunstall Holdings Ltd has a zero-tolerance attitude to slavery and human trafficking in all its business dealings and is committed to the prevention of slavery and human trafficking in all forms. We are committed to doing business the right way – acting honestly, fairly and with high levels of integrity.

These principals are embedded into our organisation and are evident in (but not limited to) our Group Human Resources (HR) policies. As we strive to reach ‘employer of choice’ status, we continue to review and refresh how we do business across the Group which now includes a new contractor portal in our Health & Safety software system. We only work with global and local suppliers that meet the legal requirements for labour practices and expect all business partners to embrace these principles.

### **Our Policies and Procedures**

Dunstall Holdings Ltd. and its subsidiaries are committed to doing the right thing by ensuring we respect human rights. The following policies are available to all staff through our HR System:

- Anti- Bribery Policy
- Bullying and Harassment Policy
- Equal Opportunities Policy
- Safeguarding Policy
- Whistleblowing Policy

### **Communication**

Employees are expected to report any concerns as a matter of priority, initially to their line or HR Manager. These will be investigated and reported on, with any actions identified being implemented with immediate effect. Employees reporting any concerns are protected through our whistleblowing policy, and will not be disciplined, regardless of the outcome of the investigation.

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### **Risk Assessment**

Dunstall Holdings Ltd. and its subsidiaries have assessed the risks of contributing to Modern Slavery and Human Trafficking and we deem our risk to be very low within the group and low within our suppliers.

### **What was conducted in 2022-2023 to reduce the risk of Modern Slavery and Human Trafficking:**

- Created a Group Standard Operating Procedure (SOP) for Right to Work Checks.
- Launched a Mental Health Initiative Project, formed a Mental Health Committee and trained Mental Health First Aiders.
- Created a Subcontractor Pre- Qualification form and Service Level Agreement.
- Carried out a Modern Slavery Risk Assessment.

### **What we plan to do to reduce the risk of Modern Slavery and Human Trafficking 2024-2025**

- Review and amend as required, our New Starter Checklist.
- Report upon the online training system for Modern Slavery and implement corrective and preventative actions if deemed applicable.
- Focus on Suppliers and tightening controls to ensure compliance with section 54 of the Modern Slavery Act 2015.
- Assess and Review, the need for Temporary and Contract Staff onboarding controls.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2023.

This statement was approved by the Directors on 6<sup>th</sup> March 2024.

Steve Petford



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Group Managing Director – Dunstall Holdings Limited