MODERN SLAVERY STATEMENT

DURO YOKOTA LTD.



MODERN SLAVERY STATEMENT

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INTRODUCTION

This statement sets out DURO Yokota Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.
This statement relates to actions and activities during the financial year, 1st April 2024 to 31st March 2025. As a minimum, we expect both ourselves and our suppliers to comply with all applicable local laws and regulations, providing safe working conditions, fair and prompt wages, acting fairly and ethically and using environmentally responsible practices where practicable.

As part of the supply chain to the construction industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the activities of DURO Yokota Ltd:

- Importers and distributors of diamond, Carbide, Abrasive, and hardened steel power tool accessories for the construction industry. Pneumatic and electric power tools and accessories

Countries of operation and supply

The organisation currently operates in the following countries:

- United Kingdom, Eire

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

- All suppliers regardless of country are to provide human trafficking and modern slavery policies. Salesmen are urged to report any suspicious actions when visiting customers.

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DEFINITIONS

The following examples are recognised by the organisation as forms of modern slavery:

- Forced Labour in supply chains
- Human Trafficking
- Exploitative Employment Practices
- Forced Labour in migrant workforce

Modern slavery in business encompasses a wide range of practices that violate human rights and dignity, the above offer a snapshot of these practices.

High-risk activities

The following activities are considered to be at high risk of slavery or human trafficking:

- The supply chain throughout the Far East is particularly at risk due to past human rights issues. Location makes it difficult to moderate this.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** The Head of Operations is responsible for ensuring Policies are put in place
- **Risk assessments:** Compiled by the Head of Operations and authorised by the Managing Director
- **Investigations/due diligence:** The Managing Director is responsible for any investigations and is required to be diligent with current suppliers and when selecting potential suppliers. Diligence is also the responsibility of salesmen when visiting existing customers and approaching new ones
- **Training:** Verbal training is provided to anyone within the company that may potentially experience or come into contact with Human Trafficking or slavery

Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy**
  The organisation encourages all its workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can contact the organisation safely, securely, and anonymously.

- **Employee code of conduct**
  The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

- **Supplier code of conduct**
  The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

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Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- Evaluating the modern slavery and human trafficking risks of each new supplier.
- Conducting supplier audits or assessments, which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- Taking steps to improve substandard suppliers' practices, which includes providing advice to suppliers and requiring them to implement action plans.
- Invoking sanctions against suppliers that fail to imp rove their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

Performance indicators

The organisation has reviewed its key performance indicators (KPI's) in light of the introduction of the Modern Slavery Act 2015. As a result, the organisation is:

- Developing a system for supply chain verification, expected to be in place by 01/12/24, whereby the organisation evaluates potential suppliers before they enter the supply chain.
- Reviewing its existing supply chains expected to be completed by 01/12/24, whereby the organisation evaluates all existing suppliers.

Awareness-raising program

The organisation has raised awareness of modern slavery issues by Communicating to staff involved via email.

The email explains to staff:

- The basic principles of the Modern Slavery Act 2015.
- How employers can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.
- What external help is available, for example through the Modern Slavery Helpline.

ADDITION

In addition to the guidelines set out within this policy, the organisation will also:

- Implement strict policies to prohibit and eradicate child labour, ensuring the protection and rights of children in all aspects of the supply chain. How employers can identify and prevent slavery and human trafficking.
- Establish a commitment to fair and prompt payment to suppliers, recognizing their vital role in the success of the business and promoting ethical business practices.
- Respect and uphold the right of workers to collectively bargain and join trade unions, providing a platform for workers to voice their concerns, improve working conditions, and negotiate fair wages.

APPROVAL

This policy has been approved by the organisation's Directors and Head of Operations who will review and update it annually.

Approved by
D Beaumont

Date of last review
07/05/2026

