

## **Modern Slavery Act 2015 Statement**

### **Introduction**

This is the BDZ Group's first modern slavery statement, which relates to the current financial year ended 30 October 2019. This statement will be updated again in November 2019.

### **The BDZ Group**

The BDZ Group, incorporating ARC companies, was established in 1983 to offer corporate clients consulting services relating to people, management and property.

The BDZ Group has subsequently grown into a £40m+ turnover business, supplying goods and services through a diverse group of companies in various sectors – including property part-exchange, air packaging, electroluminescent lighting technology, corporate relocation, website design and development, property redevelopment and the sale of musical instruments.

BDZ Holdings Limited is the holding company for the group.

### **The BDZ Group's commitment to tackling modern slavery**

The BDZ Group supports the UK Government's attempts to tackle modern slavery, which it recognises as being: (a) a heinous crime involving the abuse of human rights through the exercise of control (usually by exploiting a vulnerability); and (b) both a UK domestic and international issue.

The BDZ Group also acknowledges that slavery is one (important) issue within the broader sustainability agenda, involving wider environmental, social, human rights and labour issues encompassed within BDZ's Core Values and Supplier Code of Conduct.

The BDZ Group is committed to 'doing the right thing' through its respect for, and promotion of, core labour standards which support equality and social justice. BDZ is opposed to unfair competition through a 'race to the bottom' on workers standards – which can lead to abuses of freedom, dignity and decency, as well as weakening workers' positions globally, and increasing poverty.

### **Existing steps taken by the BDZ Group**

Prior to the current financial year, the BDZ Group was already taking steps to safeguard against modern slavery. These included:

1. Carrying out eligibility to work checks at the recruitment stage;
2. Undertaking supplier checks (supplier due diligence, visits and inspections); and
3. Having a whistleblowing policy – so employees know that they can come forward and raise any issues or concerns confidentially without fear of reprisal.

However, the BDZ Group recognised that there were more steps it could take to combat modern slavery. The measures which BDZ is now taking are set out below.

### **Policies, procedures and practices**

During the current financial year, the BDZ Group has:

1. Undertaken a review of its existing business and supply chains (domestic and international) to identify and analyse risks of modern slavery. While this review has initially focused on core suppliers, consideration is also being given to ancillary suppliers (where there is the potential for reduced transparency and increased risk).
2. Begun an ongoing process of due diligence, monitoring and continuous improvement, to obtain reliable information from suppliers and ensure good practice in tackling modern slavery (to include working with suppliers to educate them on and address any potential modern slavery risks).
3. Updated existing supply agreements, to include specific obligations and warranties regarding modern slavery, and to provide it with enhanced inspection and audit rights.
4. Put in place new policies in respect of modern slavery, including a new Supplier Code of Conduct.
5. Increased awareness of the risk of modern slavery throughout its business, (initially) at recruitment and managerial level, through the provision of information and training, including ensuring that staff know how to spot potential modern slavery and when and how to report it.
6. Provided company managers with direct responsibility for supply chain management.
7. Been mindful of the need to ensure that it does not contribute to the use of illegal or unethical employment practices within its supply chain (e.g. by ensuring that undue time and cost pressures are not placed on suppliers, and that suppliers are paid on time).

### **The impact of BDZ's Group efforts to tackle modern slavery**

By taking the above steps, the BDZ Group:

- a. Assumes corporate responsibility by making a commitment to the most vulnerable members of society;
- b. Seeks to maintain and develop strong relationships with suppliers, based on transparent, stable, reliable and robust supply chains;
- c. Aims to maintain staff retention and loyalty through a group culture based on the values of mutual respect, excellence, trust and sustainability; and
- d. Intends to protect and enhance the value of its brand.



**Bob Rae**  
Managing Director

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