



Modern Slavery Act Compliance Statement 2017

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 October 2017. Modern slavery is a crime and a violation of human rights. It takes various forms, including slavery, servitude, compulsory labour and human trafficking for exploitation, and can have a significant adverse impact on individuals, families and communities across the world.

DB Orthodontics is an orthodontic supply business manufacturing Orthodontic and laboratory products. We employ 49 staff and operate in Silsden, West Yorkshire, BD20 0EF.

DB Orthodontics has a zero-tolerance approach to modern slavery. Our Modern Slavery Policy is communicated to all employees and business partners. A copy of our Policy is available on request.

The management have overall responsibility for ensuring DB Orthodontics complies with our legal and ethical obligations and that our Policy is implemented effectively. Our key area of risk lies in our relationships with supply chains - suppliers and contractors. However, we also recognise our responsibilities as an employer.

Our zero-tolerance approach to modern slavery will be communicated when and where required to all suppliers and contractors at the outset of our business relationship with them, and reinforced as appropriate thereafter.

We will undertake appropriate due diligence when considering taking on new suppliers and contractors, as well as review our existing suppliers and contractors. We will implement a Supplier Code of Conduct. This will require all suppliers and contractors to confirm in writing their compliance with the Modern Slavery Act 2015. Serious breaches of our supplier code of conduct will result in the termination of the business relationship.

We will only employ members of staff in line with employment law and the Modern Slavery Act 2015. If we use a recruitment agency, we will always verify the practices of the agency before engaging staff from it. Employees are required to avoid any activity that might lead to, or suggest, a breach of this Policy. Employees will be encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our organisation or supply chains at the earliest possible stage.

We will communicate our Policy and action plan to all employees.

Signed on the management's behalf by:

Victoria Coppack

06/03/17