

# Danny Sullivan Group

Modern Slavery Awareness



DANNY SULLIVAN  
GROUP

# Russell Deards General Counsel & Company Secretary

- Modern slavery has no place in our business or our industry.
- We operate a zero-tolerance approach to exploitation in any form. Every one of us has a responsibility to remain vigilant, challenge concerns, and protect vulnerable individuals across our operations and supply chain.
- If you see something that doesn't feel right, report it immediately. Speaking up could protect someone from serious



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# Modern Slavery Awareness

What to look out for & guidance under the Modern Slavery Act 2015



# Why This Matters

Modern slavery is a serious crime and human rights violation:

- It can exist in construction, logistics, recruitment and supply chains
- Everyone has a responsibility to identify and report concerns
- Our business operates a zero-tolerance approach
- 19,125 potential victims of modern slavery were referred to the Home Office in 2024 - a 13% increase compared to the preceding year (16,990)
- The most common nationalities referred this year were UK (23%; 4,441), Albanian (13%; 2,492) and Vietnamese (11%; 2,153)



# What Is Modern Slavery?

- Exploitation of people for personal or commercial gain
- Includes forced labour, human trafficking and debt bondage
- Victims can be any age, gender or nationality
- Often hidden in plain sight



# Modern Slavery Act 2015

## Key Points

Requires organisations to prevent slavery in operations and supply chains.

- Introduced transparency in supply chain requirements
- Strengthened law enforcement and victim protection
- Applies to employees, contractors and suppliers



# Types Of Exploitation

- Forced labour – work under threat or coercion
- Human trafficking – movement for exploitation
- Debt bondage – working to repay impossible debts
- Labour exploitation – unfair pay, excessive hours, unsafe conditions



# Warning Signs

- Workers appear fearful, withdrawn or controlled
- No control of ID documents or bank account
- Overcrowded or poor accommodation
- Unusual transport arrangements
- Reluctant to speak openly



# Workplace Indicators

- Multiple workers using same address or bank details
- Workers unsure of employer or job details
- Inconsistent personal information
- Third party speaking on behalf of worker
- Poor PPE or signs of neglect



# Your Responsibilities:

- Remain vigilant on site and in offices
- Report concerns immediately
- Do not confront suspected exploiters
- Follow company safeguarding procedures
- Treat concerns confidentially

# How To Report

- Report to your Manager or our Compliance Team

[compliance@dannysullivan.co.uk](mailto:compliance@dannysullivan.co.uk)

- Follow internal reporting procedure
- If immediate danger call 999
- Modern Slavery Helpline: 08000 121 700
- Company appointed AAB Whistleblowing Service <https://fileaconcern.org/dannysullivan> or 0800 026 0466





# Our Commitment

- Zero tolerance to modern slavery
- Work only with ethical and compliant partners (and audit them)
- Provide ongoing training and awareness
- Act immediately on any concerns raised
- Publish Annual Statement showing our commitment to the issue

All of this is consistent with our Values



# Our Values

Be Fair	Be Committed	Be Well	Be Courageous
<b>Inclusive</b> Ensure an equal, diverse and inclusive workplace	<b>Team Players</b> Working as an intrinsic team across all levels	<b>Creative</b> Find innovative solutions to work more efficiently	<b>Deliver</b> Deliver the best quality staff to our customers
<b>Supportive</b> Support vulnerable groups	<b>Client First</b> Work with our clients to achieve all goals	<b>Safe Environment</b> Get everyone home safely everyday	<b>Train</b> Highest level of education, training and opportunities for our staff
<b>Conscious</b> Minimise our impact on the environment	<b>Considerate</b> Work with our competitors to deliver a common goal	<b>Have Integrity</b> Influence the culture of the workplace to always do the right thing	<b>Rise Above</b> Exceed expectation
<b>Fair</b> Provide fair pay, rigorous data and financial management	<b>Creative</b> Find innovative solutions to work more efficiently	<b>Supporting Wellbeing</b> We focus on our staff's wellbeing - physically and mentally	<b>Excellence</b> Always go the extra mile



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# Together We Make The Difference

- OUR VALUES
  - Supportive
  - Safe Environment
  - Support Wellbeing
- If you see something, say something
- Protect vulnerable workers
- Let's talk...
- Thank you for playing your part

