

## Modern Slavery Policy Statement

### Policy

This policy outlines the approach taken by **Domestic Heating Team Ltd** to comply with the requirements relating to modern slavery and human trafficking in respect of our employees, subcontractors, suppliers, and service partners.

### Scope

This statement applies to all operations of **Domestic Heating Team Ltd** and forms part of our commitment to ethical and legal business practices.

### Definitions

We consider that modern slavery includes:

- Human trafficking
- Forced or compulsory work through physical or mental threat
- Control through abuse or threat of abuse
- Dehumanisation or treatment as a commodity
- Physical constraint or restrictions on freedom of movement

### Objectives

Domestic Heating Team Ltd acknowledges its responsibilities under the **Modern Slavery Act 2015** and is committed to ensuring that modern slavery and human trafficking do not occur within our business or supply chains.

We review our practices regularly and only work with individuals and organisations who operate lawfully and ethically. All labour used in the delivery of our services is voluntarily provided, fairly compensated, and in line with UK employment law.

### Our Structure and Supply Chain

We are a UK-based service provider offering heating, gas, electrical and renewable energy services across the domestic and commercial sectors. Our supply chain includes UK distributors, wholesalers, and subcontractors that support the installation and servicing of equipment.

### Risk Areas and Management

We recognise that some areas of our operations may carry a higher risk, particularly:

Subcontracted labour, especially short-term or lower-skilled roles

Third-party suppliers who source goods or materials internationally

To manage this risk, we:

Conduct due diligence on all new suppliers and subcontractors

Require confirmation of compliance with the Modern Slavery Act where applicable

Include anti-slavery clauses in supplier and subcontractor contracts

Review ethical standards of partners regularly

### **Due Diligence**

We carry out supplier assessments prior to engagement and as part of our ongoing monitoring. This includes evaluating business practices, reviewing reputational and legal history, and requesting modern slavery statements from larger suppliers where appropriate.

To date, Domestic Heating Team Ltd has not knowingly worked with any organisation found to be involved in modern slavery or human trafficking.

### **Training and Awareness**

All staff are made aware of the risks of modern slavery and how to identify potential signs. This includes:

Awareness briefings during staff induction

Periodic internal updates and resources

A designated contact point for reporting concerns

Staff are encouraged to report concerns in confidence and without fear of retaliation.

### **Monitoring Effectiveness**

We monitor the effectiveness of our approach through:

Supplier pre-qualification checks and reviews

Recording and acting upon any concerns or reports

Maintaining a zero-incident record relating to modern slavery

Continuing staff engagement and awareness

We are committed to developing and applying measurable KPIs as part of our continuous improvement in this area.

### **Responsibility**

We have appointed a **Compliance Contact** to oversee our response to modern slavery risks. Any concerns or questions relating to this policy or to potential breaches should be directed to the Compliance Contact in the first instance.

This statement is made in pursuance of Section 54(1) of the **Modern Slavery Act 2015** and will be reviewed and updated annually in line with each financial year.