

CONTRACTORS, PLANT AND TOOL HIRE

LITTLEMOOR MILL, WHALLEY ROAD, CLITHEROE BB7 1PW

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Modern Slavery Policy

Excavators • Mini Excavators • Wheeled Loading Shovels • Compressors • Hydraulic Breakers • Rollers • Rough Terrain Forklifts • Platform Trucks • Concrete Grinders • Planers • Saws & Scrabblers • Water Mains Installations • Reinstating, Etc

Directors: W.A. Dent • A.S Dent • D.G. Dent • C.E. Dinsdale

Company Registration No. 822579

Registered Office As Above



Introduction

Brian Dent Limited is a family-owned plant hire business established in 1958. We are based in the Ribble Valley from where we serve all parts of North West England. Our annual turnover is typically in the region of £2.5m.

We employ approximately 30 staff who are predominantly vehicle and machine drivers supported by a small team of administration staff. The business is led by 4 directors who are all family members.

We hire equipment to businesses of all sizes as well as to the general public. Hire may be on a daily basis or for contracts of several years' duration. Larger plant may be provided with or without a driver. We also operate several framework contracts predominantly for local authorities or utility providers.

Modern Slavery Act 2015

Brian Dent Limited is aware of the Modern Slavery Act 2015 and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The directors have developed this modern slavery policy in April 2022 and are committed to review and update it on an annual basis.

Workforce

Our business demands skilled drivers, plant operators and mechanics. It is essential that they carry the appropriate qualifications and are trained on a regular basis in accordance with industry standards. We maintain a detailed record of the training provided to all members of staff. We do not employ casual labour.

The workforce at Brian Dent Limited are almost entirely on the books. The average length of service for our 30 members of staff is 15 years. Recruitment is almost exclusively through reputation and word of mouth. New starters are almost always known to existing employees and frequently to our directors. It is our intention to continue on this basis which enables us to be confident that our workforce will remain slave-free.

On odd occasions, such as sickness or holiday cover, the business may engage labour via an agency. On these, occasion we use a Preston-based agency with whom we have a long-term working relationship. We seek to understand the background and skills of any operatives provided through this agency.

Supply Chain

As a smaller organisation, we are limited in our ability to influence working practices within the manufacturers of equipment and vehicles. However we are proud of our reputation for providing equipment of the highest quality. The new equipment we buy falls into the following categories:

Large items of plant – we work with major manufacturers or their UK agents directly, for example Kubota, Volvo or JCB. Whilst we do not have the resource to investigate the supply chains of these organisations we are aware that they understand the implications of modern slavery and seek to follow good practice.

Smaller plant and hand tools – this is a supply chain that operates through area dealerships. We have little choice as to where we can procure this equipment, given we seek robust warranties. We have long standing relationships with these organisations which leave us confident that their businesses do not engage modern slaves.

Tyres – we work closely with a locally based family firm for the provision and maintenance of tyres. Their workforce is longstanding. The main exception being where a vehicle supplier provides replacements under warranty. We use tyres manufactured by major suppliers. We are not in a position to influence their supply chains.

Hose repairs and supply – we aim to work exclusively with a national business specialising in this activity. Their operatives attend our sites on a regular basis. We are not able to influence the manufacture of the components.

Fuel – we have longstanding agreements with 4 fuel providers. Concern would be around delivery drivers who are unknown to our staff

We do not in general purchase second hand equipment or parts.

The above categories cover well over 90% of our expenditure.

Risks

| Risk | Level of Risk | Action |
|--|----------------------|--|
| Modern slavery in vehicle and equipment supply chain | Medium | Minimal opportunity to influence supply chain |
| Modern slavery in vehicle and equipment distribution | Medium | Maintain close relationships with distributors. |
| Modern slavery in workforce | Low | Continue to monitor labour provided via agencies |
| Modern slavery in provision of tyres | Low | Continue with our close working relationship with the supplier |
| Modern slavery in provision of hose repair | Medium | Vigilance when working with contractor |
| Modern slavery in supply of fuel | Medium | Vigilance when new drivers visit our site |

Actions

- Annual review of Modern Slavery Policy including future development of modern slavery statement
- Brief directors on legislation and Modern Slavery Policy
- Brief workforce to be aware of concerns and to report concerns to their manager/director



Signed on behalf of the board of Brian Dent Plant Hire

Date 29/04/2022