

## **Statement on Modern Slavery**

Design Reality Limited is a privately-owned British company based in the UK, supplying design consultancy services, additive manufacturing, and product assembly to customers from a wide range of industries.

Our UK workforce consists of full time and part time employees working from our Design Studio and dedicated Manufacturing and Product Development Facility in North Wales, and working from home during the COVID-19 pandemic.

## **Our Commitment**

Since the passing of the UK Modern Slavery Act in 2015, we at Design Reality Ltd are committed to ensuring that there is no human trafficking, forced labour or inhumane treatment of workers within our supply chain. We work very closely with all our supply chain providers to ensure that we only ever trade with ethical partners.

We are committed to acting ethically and with integrity in all our business relationships and to taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any sort of relationship with us.

## **Due Diligence Processes for Slavery and Human Trafficking**

Design Reality Ltd has a zero-tolerance policy towards slavery and human trafficking. We expect all organisations in our supply chain to comply with our values.

As part of our initiative to identify and mitigate risk, we have a Labour Standards Assurance System (LSAS) in place which covers all aspects of labour standards, including Modern Slavery.

We have processes in place to encourage the reporting of any labour standards concerns or abuses within our supply chain and we ensure the protection of whistle-blowers.

We require all supply chain providers to have suitable anti-slavery and human trafficking policies and processes in place.

## **Training**

The Design Reality Management Team is responsible for LSAS compliance and each department manager/director is responsible for its respective area and have been trained accordingly.

All employees receive an induction into the business where our LSAS policies, procedures and expectations are outlined.

We also have an appointed LSAS Management Representative. This person is responsible for the co-ordination and management of our LSAS and reports directly to the Design Reality Management Team (DRMT).

## **Effectiveness in Combatting Slavery and Human Trafficking**

81 Bowen Court, St Asaph Business Park,  
St Asaph,  
Denbighshire,  
LL17 0JE, UK  
Tel: +44 (0)1745 584865  
[www.designreality.co.uk](http://www.designreality.co.uk)

Design Reality Ltd uses the following key performance indicators to measure how effective it has been in ensuring that slavery and human trafficking is not taking place in any part of its business or supply chain:

- We collect relevant data to monitor and measure our LSAS performance against stated objectives and targets.
- We have established a procedure of internal audit that checks conformance with arrangements for labour standards assurance.
- We engage with clients, suppliers and other external interested parties to review and inform on performance monitoring and measurement.
- We regularly review supply chain policies, codes of conduct and our working practices.
- Our LSAS is periodically reviewed by an independent, third party assessment body.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement.

The Slavery and Human Trafficking Statement is hereby approved by the company owners of Full Support Group Ltd