

Datesand Group Modern Slavery Statement 2026 -2027



This document is **CONTROLLED**

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About Datesand Group

Datesand Limited is a family business established in 1980. Originally supplying detergents to the NHS, we now manufacture a comprehensive range of consumable products and specialised equipment for use within the biomedical, human health and horticultural sectors worldwide. The organisation takes pride in being reliable, professional and friendly in their day-to-day dealings with customers, resulting in many long term relationships being developed over the years.

The Datesand Group Ltd communicates its mission, vision, strategy, policy and processes in order to:

- Create and sustain shared values of fairness and ethical behaviour
- Establish a culture of trust and integrity
- Encourage commitment to quality, the environment and H&S, ethical trading and qual opportunity
- Provide people with the required resources, training and authority to act with accountability
- Inspire, encourage and recognise people's contributions

Our commitment to the principles of the modern slavery Act 2015

Datesand Group is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We acknowledge the role that we can play to help to bring this about.

We are an equal opportunities employer, fully committed to creating and ensuring a non-discriminatory, inclusive and respectful working environment for all our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We recognise that, as a purchaser of goods and services, we have the opportunity to influence good practices in the employment of people by other organisations.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Here are the steps Datesand Group has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

Our Supply Chain

We continually monitor our supply chain through electronic survey, physical audit and monthly supplier evaluation, we assess ourselves to have a low risk of modern slavery in our business and supply chains. We procure goods and services from the UK where possible, however some product is sourced from the EU, Asia and North America. Where possible we make full use of approved UK Government Procurement Frameworks.

Our Key suppliers are surveyed to understand their own Modern Slavery Policies and we require suppliers to demonstrate a commitment to ethical employment and fair treatment of employee..

We require organisations tendering to work with Datesand Group to confirm that they have fulfilled their statutory requirement to have produced a Modern Slavery Statement if they meet the criteria to do so.

Our Policies which relate to the Modern Slavery Act 2015

The following policies and procedures are available to all employees on the shared drive and HR portal:

- Code of conduct – The Datesand Way
- Core Values
- Corporate Social Responsibility Policy
- Whistleblowing
- Recruitment and Selection.
- Disciplinary Procedure
- Procurement Policy
- Ethical Trading Policy
- Equal Opportunity Policy

Due Diligence

- Through undertaking due diligence in our activity, we seek to ensure that we do not inadvertently support Modern Slavery. We make our processes known to potential employees and suppliers as a means of encouraging good practice.
- We ensure that all employees are legally entitled to work in the UK and that the contract is directly with them.
- We also ensure that any recruitment agency we utilise for the placement of temporary staff follows the same requirements to confirm the identity and right to work of individuals placed with us.
- We will further review our Procurement Processes to embed checks on suppliers ensuring compliance with the requirements of the Modern Slavery Act 2015

We will proceed further to embed the principles through 2026-27 and monitor by:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring that staff are appropriately trained to look out for signs of modern slavery when engaging with the stakeholders we regulate.
- ensuring that consideration of the modern slavery risks and prevention are added to Datesand Groups Procurement Policy review process as an employer and procurer of goods and services
- ensuring when undertaking review of relevant HR policies they include the consideration and prevention of risks of engagement of people or groups through Modern Slavery.
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices

This statement is communicated to all employees, suppliers and sub-contractors and is made available to interested parties.

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The CEO and Senior Managers will continue to be responsible for the implementation and annual review of this Modern slavery statement and for the effective integration of all control measures into the daily activities and operations of the company.

Signed: 

Name: Jonathon Wood

Date: March 2026

Position: CEO

Signed: 

Name: Stephen Barlow

Date: March 2026

Position: Operations Director