

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

Introduction

J.F. & H. Dowds Ltd (trading as Dowds Group) remain fully committed to compliance with the Modern Slavery Act 2015 ("Act") in all its divisions, not only in its own dealings but in those of its supply chain.

Organisation Structure

Dowds Electrical (Holdings) Limited is the ultimate parent company of Dowds Group, an independent and family-owned business employing approximately 200 people and providing provides Building Services engineering and complementary services such as decarbonisation, facilities management, life cycle modelling and circular economy principles. We have an annual turnover of approximately £69 million.

Responsibility

The Board of Directors are committed to improving our practices to combat slavery and human trafficking and have overall responsibility for ensuring that this policy fulfils with our legal and ethical obligations and that compliance to the policy is upheld.

Our Measures

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

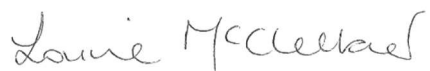
Our effectiveness in combating Slavery & Human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- For currently utilised supply chain partners we are continuing to request confirmation of their compliance with the Modern Slavery Act 2015 (UK)
- All new supply chain partners (excluding sole traders or micro businesses) are required to confirm compliance with the Modern Slavery Act 2015

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st March 2026.

Signed:



Print Name:

Louise McClelland

Position:

Chief Executive Officer

Date:

27/06/2025