DAY GROUP LTD

Human Resources

Modern Slavery Act Compliance Statement

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Introduction

Day Group Ltd is an aggregate supply and manufacturing, haulage and construction company, providing services to the construction, demolition, glass recycling and water treatment industries.

We do not tolerate any form of slavery or human trafficking and strive to preserve high ethical standards through the maintenance of impartiality and integrity across our business activities.

This statement is intended to comply with section 54 (1) of the Modern Slavery Act 2015 for the financial year ended 31 March 2025, it covers the activities of all operating departments within Day Group Ltd.

Organisational Structure

Family owned and run for over 70 years; the Company operates in the UK and exports glass to mainland Europe. Natural aggregate material is sourced from UK quarries and dredging activities. Demolition material comes from building sites across the south of England. Glass is sourced from UK recycling companies before being exported, primarily to Portugal, and the Netherlands. Incinerator Bottom Ash (IBA) is collected from Energy from Waste plants in nine locations in England and processed at four plants in Wellingborough, Brentford, Avonmouth and Greenwich.

The Company directly employs 692 people over 22 operational sites.

Day Aggregates, Day Equestrian, Day Contracting and Day Glass Recycling are amongst the divisions that make up the Group.

Policy Statement

The prevention, detection and reporting of modern slavery in our organisation and supply chains is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.

We are committed to training employees in modern slavery, how to identify it, and how to respond, and report any concerns.

Risk assessment of the Company's business processes has been carried out including consideration of the supply chain.

In support of our approach to modern slavery the Company also has a Human Rights Policy, Ethical Trading Policy and a Corporate Social Responsibility Policy.

Supply Chain

Day Group Ltd uses a wide range of suppliers who supply services and/or goods to our business. The vast majority of the products supplied to the business are from large, UK-based organisations who are subject to the same rigorous modern slavery standards as the Company.

Day Group's business activities have been divided into various process areas as part of the Integrated Management System risk management process. This includes the identification of key suppliers for each process. These suppliers have been risk assessed against establish criteria for modern slavery.

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There may be a number of other small suppliers that the Company uses. These suppliers may operate, directly or indirectly, in countries classified as “at risk” of slavery. We continue to work to ensure that there is no human trafficking or modern slavery within this extended supply chain.

The Company has specific resource in the form of a Supply Chain Manager. The Supply Chain Manager’s remit includes the continued assessment of key suppliers as well as further mapping the wider supply chain to assess for modern slavery.

This strategy reflects our commitment to acting ethically in all our business relationships with our suppliers.

Responsibility for the Policy

The Managing Director has approved this policy. The Group Head of HR through the Managing Director has day to day responsibility for implementing the policy, monitoring its effectiveness and dealing with any queries or actions that come from the policy. The Senior Technical Manager is responsible for the management of the Supply Chain Compliance.

The Company is responsible for ensuring all employees and workers comply with the policy. Modern Slavery training is provided through the Learning Management System (LMS) on an annual basis and is part of the annual compliance training programme rolled out to employees. The training is recorded in the LMS and is available in multiple languages and with subtitles.

Reporting Modern Slavery

The Company’s Whistleblowing Policy encourages employees to raise any concerns with their line manager in the first instance. In addition, there is an anonymous whistleblowing form on the Company’s intranet so all workers can report concerns, whether that be modern slavery, environmental, health and safety, or any other area. Employees are also directed to the anti-slavery charity Unseen, who provide a helpline employees can contact www.modernslaveryhelpline.org/ or 08000 121 700.

Approval

This statement has been approved by the Board of Day Group Ltd and is signed on their behalf by the Managing Director, who has overall responsibility for compliance with this statement.



J A Day
Managing Director **30th April 2026**