

MODERN SLAVERY ACT

Statement from the Chief Executive

Slavery and Human Trafficking remains a hidden blight on our Global Society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

Such activities are abhorrent to the Board and our staff are expected to report concerns and management are expected to act upon them.

ORGANISATION STRUCTURE

Dignity Plc is the parent company of Dignity Funerals Limited, Dignity Pre-Arrangement Ltd, Advance Planning Ltd and Dignity Funerals No.3 Ltd.

Dignity has its Head Office and all trading premises in the UK with a separate branch in Jersey, Channel Islands.

OUR BUSINESS

At 27 December 2019, Dignity owned 820 funeral locations and operated 46 crematoria in the UK. The company also has a strong market presence in pre-arranged funeral plans.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials principally related to the manufacturing of coffins and the purchasing of coffin component and fittings, memorials and urns.

Dignity has its own manufacturing facility in East Yorkshire that produces 90 per cent of the coffins required by our funeral homes. The majority of memorials provided by Dignity crematoria are sourced from a market leading specialist supplier based in the UK who source from overseas.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our stated commitment is to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or in any part of the business.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Our initiative to identify and mitigate risk –

- Firstly, we limit the geographical scope of our business partners to ensure optimum control;
- Where possible, we have built long standing relationships with suppliers and make clear our expectations of business behaviour to them by issuing each with a detailed letter;
- With regard to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these agencies to have suitable anti-slavery and human trafficking policies and processes, which they must produce to us. We expect each entity in our supply chain to adopt a 'one-up' due diligence on the next link in the chain. It is not practical for us to have a direct relationship with all links in the chain;
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers which incorporates our Policy on bribery and corruption; and
- We have appointed a senior manager to monitor our Anti Slavery Policy who is accountable to the Board.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. The Board of Directors and senior managers are responsible for compliance in their respective regions and departments and for their supplier relationships.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to relevant members of staff. All Directors have been briefed on the subject and an independent training agency has been engaged.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPI's) 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:

- Completion of house audits by business development managers and regional managers;
- Spot checks – including foreign visits and inspections;
- Use of labour monitoring and payroll systems; and

- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.
- Dignity is a responsible organisation and employer, and I am pleased to confirm that our level of staff training and audit checks will continue throughout 2020 and beyond.

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 current financial year.

Mike McCollum
Chief Executive
2 January 2020