

Modern Slavery Act Statement

1. Statement from the Executive Chairman, Clive Whiley

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 and we expect you to report any concerns to management who will act upon them immediately.

2. Organisation structure

Dignity 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.

3. Our business

Dignity owns in excess of 820 funeral locations and operates 46 crematoria in the UK. The company also has a strong market presence in pre-arranged funeral plans.

4. Our supply chains

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

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

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5. 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 our business.

6. Due diligence processes for slavery and human trafficking

Our initiative to identify and mitigate risks is as follows:

1. We limit the geographical scope of our business partners to ensure optimum control;
2. Where possible, we have built standing relationships with suppliers and make clear our expectations of business behaviour to them by issuing each with a detailed letter;
3. With regards 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 must be produced to us. We expect everybody in our supply chain to adopt a 'one-up' due diligence on the next link in the supply chain. It is not practical for us to have a direct relationship with all links in the chain;
4. We have in place systems to encourage the reporting of concerns and the protection of Whistleblowers which incorporates our policy on bribery and corruption;
5. We have appointed a senior manager to monitor our Anti-Slavery Policy who is accountable to the board.

7. 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.

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8. 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.

9. Effectiveness in combating slavery and 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:

- 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;
- Level of communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations.

Dignity is a responsible organisation an employer, and will continue to provide our staff with a high level of staff training and audit checks.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking statement for the current financial year.

For and on behalf of the Board of Dignity plc

Clive Whaley

Executive Chairman

10. Version control

Version	Reason for review	Reviewed by
0.1	Rewritten to reflect new tone of voice	Maria Connolly
0.2	Updated following Company Secretary review	Tim George

Date of last policy review: July 2020

Date of next policy review: July 2021