

## Modern Slavery Statement

### Organisation

This statement applies to Dextra Group plc and all its subsidiaries (referred to in this statement as 'the organisation'). The information included in the statement refers to the financial year 2022.

### Organisational Structure

Dextra Group plc is the holding company of 9 subsidiary companies. The subsidiaries are, Dextra Services Limited, Dextra Lighting Limited, Dexeco Limited, Dexreco Limited, Dexsor Limited, Dexretail Limited, Ledextra Limited, Ledex Limited & Innovate to Illuminate Limited. The head office is based in Gillingham, Dorset, with various external sales personnel based around the UK. The various companies within the group each have its own board of directors.

The main activity of the group is the manufacture, sale and distribution of luminaires around the UK and overseas, the group also recycles end of life products under its WEE regulation obligation. Demand for our product is throughout the year and is therefore not seasonal.

The labour supplied to the organisation in pursuance of its operation is mainly carried out in the UK, however, some surveys and rectification work may be carried out overseas.

### Definitions

The organisation considers that modern slavery encompasses:

1. Human trafficking
2. Forced work, through mental or physical threat
3. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
4. Being dehumanised, treated as a commodity or being bought or sold as property
5. Being physically constrained or to have restriction placed on freedom of movement

### Commitment

The organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and additionally, its supply chains.

The organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

### Supply Chains

In order to fulfil its activities, the main supply chains of the organisation includes those related to its various suppliers and around the world.

### Potential Exposure

The organisation considers its main exposure to the risk of slavery and human trafficking to exist from suppliers based in the Far East.

In general, the organisation considers its exposure to slavery/human trafficking to be relatively limited.

Dextra Group plc., Brickfields Business Park, Gillingham, Dorset SP8 4PX

Tel: +44 (0)1747 858100 Fax: +44 (0)1747 858114 Email: [enquiries@dextragroup.co.uk](mailto:enquiries@dextragroup.co.uk) [dextragroup.co.uk](http://dextragroup.co.uk)

Registered in England, Registration No. 1380089

### Steps

The organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains including conducting a review of the controls of its suppliers.

The organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

### Slavery Compliance Officer

The organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the organisation's obligations.

This statement is made in pursuance of Section 54 of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed

Print Name	Natasha Ward
Job Title	Group COO
Date	31 <sup>st</sup> January 2023

Dextra Group plc., Brickfields Business Park, Gillingham, Dorset SP8 4PX

Tel: +44 (0)1747 858100 Fax: +44 (0)1747 858114 Email: [enquiries@dextragroup.co.uk](mailto:enquiries@dextragroup.co.uk) [dextragroup.co.uk](http://dextragroup.co.uk)

Registered in England, Registration No. 1380089

**Dextra** **Dexeco** **Dexretail** **Dexsor** **Dexreco** **LEDextra** **LEDex**  
LIGHTING SOLUTIONS SPECIALIST LIGHTING DETECTION RECYCLING PREMIUM LIGHTING SYSTEMS LIGHT ENGINES