



ANTI SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

At Dumarey Flybrid Limited we prize our ethical approach and are committed to complying with all laws and regulations applicable to our business, including taking steps to ensure that there is no human trafficking or slavery within any part of our business or supply chain.

By law, companies like ours in the UK are required to disclose publicly the steps we are taking to identify and eradicate forced labour and human trafficking from our supply chains and we are committed to upholding the principles contained in the United Nations Universal Declaration of Human Rights and the UK Modern Slavery Act 2015.

We believe the nature of what we do at Dumarey Flybrid Limited means that the risk of human trafficking and slavery occurring in our business or in our supply chains is low. However, our continuing commitment to combatting human trafficking and slavery is reflected in our corporate governance and operating procedures which require all Dumarey Flybrid employees to act ethically and with integrity in all our business relationships.

About Our Organisation

Dumarey Flybrid Limited is the leader in mobile flywheel energy storage technology solutions.

We create durable, high performing products for a wide range of industries and applications. Designed to withstand the most challenging environments. Dumarey Flybrid Limited technology can be used to capture energy from the vehicle or machine that would normally be wasted, and store it in a high-speed energy storage flywheel. The recuperated energy can then be used to help power the vehicle or machine, thus improving performance, saving fuel and reducing emissions. The technology can also be used to balance peak loads in dynamic duty cycles.

Dumarey Flybrid Limited is part of the Dumarey Group of Companies

Supply Chains

Our supply chains are predicated on our requirement to source raw and processed materials principally related to the manufacture of parts. Our suppliers range from small local manufacturers and service companies to multi-national businesses and we demand the highest of standards from them all, not only in the quality of the products and services they deliver to us but also in the conditions that they are made in.

Our Quality and Business Improvement Manager has overall responsibility for monitoring our suppliers and completing supplier visits and reports. Where any concerns or risks to the business arise these will be reported up the line and management at all levels will commit to acting on those concerns.

At a Group level Dumarey expects its suppliers to share the principles of the Dumarey Group with respect to responsible and fair behaviour toward employees, customers, suppliers and the public and to realize this responsibility accordingly.

Controlling and identifying risks

Within our own operations, the risk of slavery and human trafficking is controlled as a result of our policies and procedures, the oversight built into our operations, and the knowledge and skills of our staff.

Externally, and without exception, we expect all of our suppliers to commit to the highest possible standards in their employment practices. If they are found to be failing then we will challenge them, and if they are then still unable to meet our stringent standards we will source product elsewhere.

Our Policies on slavery and human trafficking

Our modern slavery policy sits alongside our corporate governance and reflects our commitment to acting ethically and with integrity in all our business relationships.

In addition, we have a solid structure of existing policies and procedures which support our commitment and are relevant to preventing human trafficking and modern slavery.

- Positive and flexible working environment
- Anti Bribery and Corruption policy and training
- Equal Opportunities policy
- Whistleblowing policy

High risk activities

The main risk to the implementation of this policy is geographical. In order to minimise this, our Technical Buyer maintains consistent contact with suppliers who are aware that they may be challenged at any time.


The Evolution of our Anti-Slavery and Human Trafficking Policy

In line with legislation and because of the importance of ensuring that our commitment to ethical behaviour remains part of the DNA of our business we aim to build on our current measures year on year as follows:

- Modern slavery will become a regular agenda item at our senior management team meetings. Any breach of this policy will be treated as a non-compliance and will remain as an agenda item until it has been fully dealt with. Any learning points will be fed back to the team and incorporated into their processes.
- Provide the opportunity to all employees who have any contact with our supply chains to complete training on modern slavery.

- Ensure that all suppliers are challenged on a regular basis to ensure that they meet our standards.
- Review our internal policies to ensure a robust and consistent approach.

This statement is made by Dumarey Flybrid Limited pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Dumarey Flybrid slavery and human trafficking statement for the fiscal year to 31st December 2024.

Signed: 

Tobias Knichel
Managing Director
January 2024