

POLICY		
Modern Slavery Policy	REF NO: DUGP - 004	FIRST ISSUE: 28/05/2020
	REVISION DATE: 02/06/2021	REV NO: 01

POLICY STATEMENT

The company considers that modern slavery encompasses:

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

1. COMMITMENT

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

The company 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 company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, and in many cases exceeds those minimums in relation to its employees.

2. STEPS

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

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- reviewing supplier policies to ensure that they are up to date and relevant
- ensuring staff are aware of The company's zero tolerance policy toward modern slavery

In the event that modern slavery is exhibited or suspected by The company originating from a supplier;

- The supplier is to be immediately suspended as an approved supplier
- Further checks made with the supplier to confirm or deny any suspicions
- If suspicions are founded, then the supplier is to be removed from our approved supplier list
- In addition, any customer or supplier found to be in breach of the Modern Slavery Act 2015, may have contracts which exist between The company and the supplier cancelled

Kasra Z-Sarabi (Managing Director)

Issue Date:

Signed:

Review Date: 2nd June 2021

Reviewed By:

Signed: