



## PD105 MODERN SLAVERY & HUMAN TRAFFICKING POLICY

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### 1. POLICY STATEMENT

Modern slavery encompasses slavery, human trafficking, forced labour and child labour. This policy explains Dulas' approach to modern slavery and sets out what you should do if you believe that any form of modern slavery is taking place within our business or supply chain.

### 2. SCOPE

Dulas is committed to ensuring that this policy does not discriminate directly or indirectly on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, working patterns, caring responsibilities or location of work place.

### 3. RESPONSIBILITIES

Dulas takes a zero tolerance approach to slavery, human trafficking, forced labour and child labour and expect the same of our personnel, suppliers, customers and business partners. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Dulas is signed up to the UN Global Compact which focusses on 10 principles across human rights, labour, environment and anti-corruption. We report yearly against our commitment towards the principles and are strongly committed to being a responsible, sustainable and ethical business. Dulas is a strong worker-owned cooperative and encourages personnel to take part in running the business. To support our personnel we have numerous policies which encourages an open and collaborative working environment. Our policies include but are not limited to the following:-

- Anti-bribery and Anti-Corruption Policy
- Dignity at Work Policy and Procedure
- Equality and Diversity Policy
- Whistleblowing Policy

The prevention, detection and reporting of modern slavery in any part of Dulas' operations or supply chain, is the responsibility of everyone working for Dulas. Individuals must avoid any activity that may lead to a breach of this policy and you should report any concerns immediately.



Dulas also works closely with the United Nations and follows the UN Supplier Code of Conduct and expect our suppliers and sub-contractors to abide by the same expectations. Dulas will not knowingly support or deal with any business involved in slavery, human trafficking, forced labour or child labour and respects and supports the United Nations (U.N.) Convention on the Rights of the Child (1989).

#### 4. **PROCEDURE (if relevant to inclusion within policy)**

The Dulas supply chain operates internationally and we are therefore acutely aware that the risk of modern slavery, human trafficking, forced labour and child labour is very high especially in low resource settings where some of our work is carried out.

All suppliers and sub-contractors go through the Dulas registration process and any suppliers that Dulas has a high spend level with must complete a full supplier assessment which asks questions about health and safety, quality, environment, equality, diversity, ethics, sustainability, social responsibility, manufacturing and modern slavery. This is a comprehensive assessment but we support this alongside on-going monitoring and further due diligence of our suppliers and our supply chain including for example site visits and inspections.

If you believe or suspect that a breach of this policy has occurred, is occurring, or may be about to occur, you must report it wither by speaking to your manager or by following the Whistleblowing Policy. You should raise any concerns that you have as soon as possible, provided that it is sage to do so. If you are unsure about whether a particular act, the treatment of workers, or their working conditions constitutes modern slavery, please raise it with your line manager. You can also call the Modern Slavery Helpline for advice and guidance on 0800 0121 700 or visit <https://www.modernclaveryhelpline.org/> for more information.

#### 5. **REFERENCES**

PD106 Anti-Bribery and Anti-Corruption Policy  
PD041 Dignity at Work Policy & Procedure  
PD034 Equality and Diversity Policy  
PD071 Whistleblowing Policy

#### 6. **DOCUMENT HISTORY**

Revision	Created/revised by	Checked by	BoD Approval	Issue date
A			SMT/PH	16.11.2018



Signed by Executive Managing Director  
04/04/2022

A handwritten signature in black ink, appearing to read "R Chapman".

Date:-