

Modern Slavery Policy

DJHravcon is committed to improving our practices to combat modern slavery and human trafficking. We have a zero-tolerance approach to modern slavery and strive to ensure that modern slavery is not taking place anywhere in our own business. We ensure our approach and stance is clear with our clients and partner organisations.

DJHravcon is governed by a Board of Directors, headed by the Managing Director, who is ultimately responsible for the company's actions. It is the duty of the Compliance Director to ensure companywide adherence to this policy, to maintain it and to monitor its effectiveness. Together they oversee and manage our 30+ staff and 60+ suppliers.

Our policies on anti-slavery and human trafficking

Our Anti-slavery and Human Trafficking Policy reflects our commitment to being alert to the possibilities; and acting ethically and with integrity in all of our business relationships; and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere within DJHravcon or our supply chains.

Our policy is enforced via:

1. Training for all staff in the awareness of modern slavery and requirements of the company to maintain proper prevention.
2. Induction of our supplies that includes awareness of modern slavery and requirement for suppliers to replicate our effort.
3. Review by management of our operating methods and reports from front line staff.
4. Broadcasting of safe place messaging and regular communications on the subject.

We will treat any breach of our Modern Slavery Policy very seriously to the extent that any employee who knowingly breaches the policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct.

Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

• **Whistleblowing Policy** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact the Compliance Director directly via email or telephone to raise their concerns where they will be kept anonymous.

• **Employee Behavioural Policy** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

• **Supplier Code of Conduct** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to formally declare that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

• **Recruitment Policy** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

• **Corporate Social Responsibility Policy** This policy sets out how DJHravcon will integrate corporate responsibility measures into every area of our business and our commitment to sustainability and good citizenship.

• **Labour Policy** This policy details DJHravcon's processes in relation to Human Resource Management. This policy covers Labour Standards and includes a statement regarding the organisation's adoption of principles in line with those outlined in the ILO's (International Labour Organisation) standards.