

Modern Slavery Compliance Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement.

Our mission is to provide an environment where all people are recognised as unique and different in their own ways, giving each unique individual the equal opportunity and harnessing the extraordinary qualities of people who make a valuable difference to communities, businesses and economies.

This mission gives clear guidance on the behaviours and actions we expect from all the people and organisations that we interact with and work with.

DPM Group do not believe there is any place in today's world for slavery or human trafficking.

Our Code of Conduct reflects our responsibility to act ethically and with integrity in all our business relationships, including our commitment to combating human trafficking and slavery. To hold an individual in slavery is a violation of fundamental Human Rights and a crime. The Company recognizes this takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another for the purposes of exploiting them for personal or commercial gain.

DPM Group will manage our risks with the following activities:

- All new employees have completed Modern Slavery training within their probation period of joining the Company.
- All employees have been advised on how they can report any concerns they may have associated with Modern Slavery.
- Our Modern Slavery Policy has been issued to all new employees, who have acknowledged and confirmed they have read and understood the same.
- Our Modern Slavery Policy has been reviewed to ensure it is still fit for purpose.
- All existing employees have completed refresher Modern Slavery training annually, part of which includes reading the Modern Slavery policy again
- All employees have been advised on how they can report any concerns they may have associated with Modern Slavery.
- All employees have been reminded of our confidential whistle-blowing helpline if they wish to make an anonymous report.
- DPM Group will conduct an annual compliance audit check during which pre-employment checks, including eligibility to work, references, qualification and proof of national insurance numbers will be reviewed.

- DPM Group have not used or accepted forced, bonded, or involuntary prison labour or child labour; nor will we hold onto our workers' identity papers or knowingly work with businesses that do.
- DPM Group will continue to encourage all staff members, (existing and new) to report any concerns and comply with policy and procedures.
- No breaches of the Modern Slavery Act have been reported.
- DPM Group will continue to review our policies and procedures regularly, these will be updated and amended as and when required.