

Modern Slavery Statement

Introduction

DRL are committed to meeting the aims of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We strongly oppose slavery and human trafficking in our supply chains and in any part of our business. Modern slavery is a heinous and often hidden crime and a violation of fundamental human rights. It includes slavery, servitude, forced and compulsory labour and human trafficking. The impact can be devastating for the victims.

Policy

DRL have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We acknowledge our responsibilities in tackling modern slavery and commit to complying with the Modern Slavery Act 2015.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all.

This policy applies to all persons working for or on behalf of DRL Services in any capacity. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

To do the right thing is embedded within our core values. We would never knowingly engage with suppliers or contractors involved in slavery or human trafficking. The Director of DRL Services have examined, and will continue to examine, the potential for modern slavery within its business operations and supply chains. Any relevant information uncovered will be reported to the appropriate authorities, as per home Office guidance.

As an equal opportunities' employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our procurement staff have been made aware of this legislation. As part of our procurement process, any potential contractor or supplier is required to confirm that they comply with the Modern Slavery Act. Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- ensuring that consideration of the modern slavery risks and prevention are added to the policy review process as an employer and procurer of goods and services.
- making sure DRL procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- continuing to take action to embed a zero-tolerance policy towards modern slavery.
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

Compliance

DRL will ensure that everyone will read, understand, and comply with this policy.

The prevention, detection, and reporting of modern slavery in any part of DRL or our supply chains is the responsibility of all working for DRL or under our control. We require everyone to avoid any activity that might lead to, or suggest, a breach of this policy.

Please ensure you notify your manager or Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. We will encourage you to raise concerns about any issue or suspicion of modern slavery in any parts of DRL or our supply chain at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager or Director, or you may report it in accordance with our Whistleblowing Policy as soon as possible. If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or Director. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

If you believe that you have suffered any such treatment, you should inform your manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using the Grievance Procedure.

Training on this policy, and on the risk the business may face from modern slavery in its supply chains, will be provided as necessary. Our zero-tolerance approach to modern



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slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

DRL has and will continue to review its own operations and supply chain to evaluate human trafficking and slavery risks.

Helplines

Modern Slavery Helpline: 08000 121 700

or online at: www.modernslaveryhelpline.org providing information and advice about modern slavery.

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