

# MODERN SLAVERY POLICY

Dyyniq UK Ltd recognises that modern slavery (including forced labour and human trafficking) is a crime and a violation of fundamental human rights.

We have a zero-tolerance policy regarding modern slavery.

As part of our wider corporate ethical and human relations policies, we are committed to acting with integrity across our corporate dealings and will implement, enforce and monitor effective systems to ensure modern slavery is explicitly unacceptable within our own business and that of our supply chain.

As a company, openness is a core value; we commit to sharing publically those processes we believe reflect our approach to ensuring that both we and our supply chain address instances or any indication of modern slavery.

We will be consistent with our disclosure obligations under the Modern Slavery regulation, with annual statements following completion of each financial year.

In demanding the same standards from our supply chain and as part of our procurement processes, we will include specific prohibitions against the use of any form of slave labour and require confirmation statements as part of the supply chain audit process.

We will request our suppliers to ensure appropriate support and guidance are provided to their respective organisations on the obligations of the Modern Slavery Act. We will commit to working with our supply chain to assist them in dealing with any potential breaches of this policy and the procurement code of conduct.

## **Compliance with the policy**

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 Dyyniq UK Ltd or companies with whom we do business with (including sub- contractors, consultants, agency staff etc.).

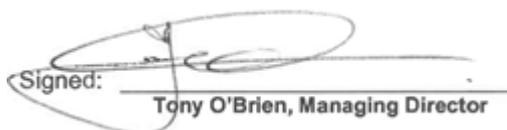
All employees are required to avoid and to report on any activity that might lead to, or suggest a breach of this policy.

We encourage openness as one of our corporate values and we will support anyone who raises genuine concerns in good faith in line with this policy. This is applied through by line management; the Managing Director or the HR Senior Manager; or alternatively, in accordance with our corporate whistleblowing policy.

Failure to comply with this statement or related policy will be taken seriously and, may lead to initiation of the disciplinary process or through a review of supply chain business relationship with third parties.

## **Communication and awareness of this policy**

Our zero-tolerance approach to modern slavery will form part of the induction process, be visible on company web-sites and noticeboards and is included in the Procurement Code of Conduct with our supply chain. The recruitment process for all levels, includes confirmation of rights to work in the countries where we operate.

Signed:   
Tony O'Brien, Managing Director

Date 12<sup>th</sup> November 2019