

	Document Title	Anti-Slavery and Human Trafficking Policy Statement			Prepared by	Simon Ruffles	Date	12.01.2022
	Document Number	DXB Policy 06	Revision	1.0	Approved by	Matt Flack	Page Number	1
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This Policy applies to all persons working for DXB Power & Power Limited or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

DXB Pump & Power Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

We expect our suppliers to hold their own suppliers to the same high standards.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour.

Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

Both the above are a crime and violation of fundamental Human rights.

Commitments

As a Company we expect everyone working with us or on our behalf, to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains. The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach, we will also audit our top suppliers requiring them to comply with this Policy.
- Consistent with our risk-based approach we require employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with this Policy.
- Suppliers engaging workers through a third party are to obtain that third parties' agreement to adhere to this Policy.
- As part of our due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with this Policy.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take the appropriate action.

This policy will be reviewed annually and communicated to all employees. The policy statement will be made available to all interested parties upon request.

Signed.....*M. Flack*.....

Date: *12.01.2022*