



Document Title	Anti-Slavery and Human Trafficking Policy Statement			Prepared by	Sue Alsop	Date	08.01.2025
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DXB Pump & Power is committed to ensuring that slavery and human trafficking do not take place within our business operations or our supply chain. This policy statement represents DXB Pump & Power’s unwavering commitment to implementing systems to combat slavery and human trafficking in all its forms. It applies to all persons working for DXB Pump & Power or on our behalf in any capacity, including employees at all levels, agency workers, volunteers, contractors, and suppliers.

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 transportation of another person with a view to that person being exploited.

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

Key Components of Our Policy:

- We comply with all relevant laws, regulations, and international standards related to preventing slavery and human trafficking. This commitment extends to our suppliers.
- We have a zero-tolerance approach to modern slavery and expect the same level of commitment from our suppliers. 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 provide training and awareness for our employees to recognise potential issues and encourage a culture of vigilance and reporting within our organisation.
- We are committed to engaging with our suppliers to implement risk mitigation strategies and work collaboratively with them to address and rectify any issues found.
- 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 as part of our management review process. It is communicated to all employees and is made available to all interested parties upon request.

Simon Ruffles, Managing Director
08.01.2025