

## Background & Objectives of the Policy

DPE Partnership Group Ltd. is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers. As a company, DPE maintains relationships with a large number of sub-contractors as well as directly employing staff.

## Policy Details

DPE Partnership Group Ltd. acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking within its own business and in its supply chains. The company understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains. The company has a zero-tolerance policy towards modern slavery. It will refrain from entering into business, and/or will discontinue any current business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures:

- Training for all DPE staff on the risks of modern slavery and how to identify signs of slavery and human trafficking.
- Pre-employment checks for all new staff to ensure that they are eligible to work in the UK
- Approval procedure for all sub-contractors prior to carrying out work on behalf of DPE acknowledging their responsibilities for adhering to our policies.
- Only purchase and supply CE marked products from industry leading suppliers.
- The company offers employment contracts on a guaranteed hour's basis only; no offers of employment are made on a zero hour's basis.
- Part-time and fixed-term employees within the company are provided with the same pro-rata contractual entitlements as full-time and permanent employees. If these are not offered, the company is able to rely on objectively justifiable grounds.

We aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chain.
- Scrutinise any identified areas of risk within our business and supply chain.
- Adopt a zero-tolerance approach to slavery and human trafficking throughout the organisation and our supply chain.
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.
- Keep our approval standards of sub-contractors under review to ensure sub-contractors are aware and adhere to DPE's expectations in relation to the Modern Slavery and human trafficking.

Signed:  Paul Dowling (Group Director)

Date : 20/03/2025