

ANTI SLAVERY & ETHICAL PRACTICE POLICY

INTRODUCTION

This policy ensures that DAS Fire complies with s.54 of the Modern Slavery Act 2015, and sets out the responsibilities for employers and employees.

DAS Fire is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking and that the highest possible standards of integrity and ethical practice are applied. We recognise our responsibility to ensure that our suppliers are also engaged in responsible and ethical practices.

POLICY

DAS Fire is committed to:

- Ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility
- Ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- Carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- Ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act
- Appointing DAS Operations Director to oversee the compliance with the Modern Slavery Act 2015
- Identifying and addressing any areas of high risk in our supply chain
- Providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.
- Respecting suppliers' confidential information and running fair contract selection processes
- Making payments to suppliers in accordance with our obligations
- Understanding our third party supply chains, including in relation to workplace health and safety, environmental management, fair trade, labour and human rights issues
- Assessing our suppliers' practices against the standards set out in this Policy. Where a supplier's practices do not meet our required standards, we will:
 - Review our assessment with the supplier
 - Advise and help the supplier to make improvements in their practices
 - Withdraw from the supplier contract where a commitment to improve has not been demonstrated appropriately

The standards that we expect from our suppliers are:

- No engagement in bribery or corruption
- No engagement in anti-competitive/anti-trust behaviour
- Compliance with all relevant legislation, including in relation to:
 - Employees, their welfare, safety and the working environment
 - The protection of the environment, prevention of pollution and the use of natural resources
 - No use of child labour in the production or supply of their products
 - No use of forced, bonded or involuntary labour in the production or supply of their products
 - Appropriate systems and processes to trace the source of their raw materials and measure the compliance of their own suppliers also ensuring the principles of fair trading.

DAS Fire employees, as representatives of the business, are expected to promote the equal rights and opportunities for all and to undertake their responsibilities in a fair and reasonable manor with no Bias. Employees will be professional, polite and considerate at all times, with the ethos being “to treat others as you would wish to be treated”.

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