

## DASA Group Statement on Modern Slavery & Human Trafficking

We recognise that modern slavery is a crime and a violation of fundamental human rights. We are absolutely committed to acting ethically and with integrity in all our business dealings. DASA have a zero-tolerance approach to modern slavery, and we aim to implement and enforce effective systems and controls to ensure that modern slavery is not taking place anywhere throughout our own business or in any of our supply chains.

### What is Slavery?

- **Slavery** Exercising powers of ownership over a person.
- **Servitude** The use of coercion imposes the obligation to provide services.
- **Forced or Compulsory Labour** Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily.
- **Human Trafficking** Arranging or facilitating the travel of another person with a view to their exploitation.

Modern slavery is a complex and multi-faceted crime, and tackling it requires all of us to play a part. At first glance, you may think this whole subject is irrelevant to us, but it is not.

At a fundamental level, of course, preventing exploitation and human trafficking, and protecting our workforce and reputation makes good business sense. The Modern Slavery Act 2015 recognises the vital part businesses can and should play in tackling slavery and encourages them to do more.

**In compliance with the Modern Slavery Act 2015, we offer the following statement regarding our efforts to prevent slavery and human trafficking in our supply chain.**

### Structure of the Organisation

The DASA Group is comprised of a number of companies (collectively referred to as 'The Group'):



The Group provides payroll solutions to a number of sectors within the United Kingdom.

The Group and its employees primarily operate within the UK. We always ensure employees are legally able to work in the UK. A written contract of employment is provided through our Starter Pack, and we also provide information to all new employees on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to receive.

### Our Supply Chain

To provide the services, we work with a range of recruitment agencies and end clients. In particular, recruitment agencies enter into a written agreement with an end client whereby it is agreed that the agency will source a worker to provide the required services. The worker consequently agrees to be employed by DASA, who in turn enters into an agreement with the agency to provide the services of the worker.

Furthermore, we procure services and goods from third party suppliers to assist with the operation of our day-to-day business activities.

### Policies & Procedures

As part of our commitment to combating modern slavery, we have implemented an Anti-Slavery Policy and a Whistleblowing Policy. We also make sure our suppliers are aware of our policies and adhere to the same high standards.

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted due diligence procedures when establishing a relationship with a new supplier/ agency or to review ongoing relationships with our current supplier agencies.

Our Procedures are designed to:

- Establish and assess areas of potential risk in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide adequate protection for whistleblowers.

### Risk & Compliance

The Group regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by carrying out risk assessment and due diligence exercises.

We enforce a strict code of compliance and a zero-tolerance attitude to slavery and human trafficking within our supply chains. We require our suppliers to comply with the Modern Slavery Act 2015 and to commit to enforcing and maintaining anti-slavery and human trafficking policies. If we find evidence that any supplier/ agency is involved in slavery and/or human trafficking, we will immediately seek to terminate our relationship with the relevant supplier/agency.

Employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy; as well as the consequences of failing to eradicate this from our business and supply chains.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement.