Modern Slavery Policy

Our Policy Statement

Modern slavery is a term which covers a range of exploitative practices including human trafficking, sexual exploitation, forced labour, forced criminality, domestic servitude, child exploitation and forced organ removal.

Dunbar Services is committed to limiting the risk of modern slavery within our own business, within our supply chains and through any other business relationship.

The policy applies to all persons working for or on behalf of Dunbar Services, in any capacity, including employees, directors, contractors, consultants and any other third-party representative.

Our Commitment

Dunbar Services commitment is to:

- Ensure all employment with the Company is voluntary.
- Not use or condone, child or forced labour in any of its operations or premises and works to ensure these practices are not present in its workforce or supply chain.
- Not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude.
- Abide by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- Investigate all claims of modern slavery practices in its own business or within its supply chain and if valid, resolve the issue in line with the values expressed in this Policy.
- Provide training with the aim of educating all Employees and Contractors on signs that could indicate modern slavery, due diligence practices for engaging Suppliers, auditing existing Suppliers and what action an Employee or Contractor can take if they have a concern in relation to modern slavery.
- Conducts risk assessments to determine which parts of the business and supply chains are most at risk from modern slavery to ensure focus on those areas.

Supply Chain Responsibilities

Dunbar Services expects its Suppliers to:

- Have similar values to the Company in relation to modern slavery.
- Hold their own suppliers to the same standards.
- Familiarise themselves with this policy and to act in a way that is consistent with its values.
- Agree to undertake a process so the Company can gauge the Supplier's ongoing commitment to eradicating modern slavery within its own business and those of its own suppliers.

Breaches to this Policy

Any breach of this Policy will be taken seriously and dealt with on a case by case basis.

A breach of this Policy by an Employee may lead to disciplinary action being taken in accordance with the Company's disciplinary process. Serious breaches may be regarded as gross misconduct and may lead to immediate dismissal further to the Company's disciplinary procedure. Actions that may apply (after investigation) range from caution and reprimand to dismissal and criminal proceedings.

A breach of this Policy by a Supplier will also be dealt with on a case by case basis. Depending on the behaviour, the Company may choose to adopt a zero-tolerance stance towards the Supplier's behaviour and look at methods of preventing further engagement with the Supplier, or may decide to work with the Supplier so they become compliant with this Policy.

John Dunbar
MANAGING DIRECTOR

22nd October 2024
DATE