

Digital Modus Ltd
Modern Slavery Statement
DM/107/07

Document Information

Document Control

Version	Date	Author	Comments
0.1	1st February 2022	Nick Howes	Initial Draft
0.2	7th February 2022	Nick Howes	Changes following HR Consulting review
DM/107/03	27th July 2023	Kerry Brannigan	Annual Review, Policies numbered & Google Approval Requested from Directors
DM/107/04	9th January 2024	Nick Howes	Added Signature
DM/108/05	10th January 2024	Magda Marshall	<ul style="list-style-type: none"> • P.3 - more information added about our pre-employment and onboarding checks • P.4 - risk assessments and training/ raising awareness information added • P. 5 and 6 - Due Diligence and Our Commitment paragraphs have been added
DM/108/06	13th February 2024	Magda Marshall	'Our Commitment' paragraph was amended to reflect the fact that Modern Slavery training is compulsory for all staff
DM/107/07	30th June 2024	Kerry Brannigan	Annual Review
DM/107/xx	30th June 2025		Annual Review

Distribution List

Name	Role
Staff	All Staff employed by Digital Modus must read.
Contractors	All people involved on behalf of a subcontractor contracting with Digital Modus must read.
Suppliers	Shared with Suppliers as part of Digital Modus supplier onboarding.
Customers	Shared with all Customers on request.

Modern Slavery Statement

Introduction

This statement is made in relation to section 54 of the Modern Slavery Act 2015. It details the steps that Digital Modus Ltd. (Digital Modus) has taken - and continues to take - to ensure that modern slavery and human trafficking is not taking place within our business or supply chain. This statement details the actions of Digital Modus to combat modern slavery in our supply chain from 1st July 2023 to 30th June 2024.

Modern Slavery Definition

The Ethical Trading Initiative (see www.ethicaltrade.org), an umbrella organisation that assist businesses in working and trading ethically, defines modern slavery as a term used to describe several specific issues, including human trafficking, forced and compulsory labour, debt bondage, slavery, servitude, and the worst forms of child labour and slavery.

Digital Modus has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically with integrity and transparency in all business dealings. We are also committed to establishing effective systems and controls to safeguard against any form of modern slavery taking place within our business or our supply chains.

Our Organisation

Digital Modus is a Technology company specialising in the provision of Professional Services, Support and Software. Our vision is to improve the outcomes of technology stakeholders and make better technology accessible to everyone. We are based in the UK.

Ethical standards play a crucial role in shaping the culture and operations of our organisation. They are reflected in our recruitment & selection practices, fairness in promotion, compensation and termination practices and how we treat and interact with our staff, contractors, suppliers and customers. We are committed to acting ethically with integrity and transparency in all business dealings. We have policies that are in support of the Modern Slavery act principles across our business. We ensure we practise the right behaviours throughout the organisation by embedding them into our Staff Handbook, Recruitment & Selection Policy, Equality & Diversity Policy, Whistleblowing Policy and our Anti-Bribery & Anti-Corruption Policy.

In our organisation, we are dedicated to fostering a workplace that's free from discrimination and promotes respect among our employees. Digital Modus has a robust pre-employment checks process to ensure all our employees have the legal right to work in the UK. Upon commencement of employment, all employees undergo a structured digital induction process. All employees are made aware of our business policies relating to standards of behaviour that it requires from them. Our employees may terminate employment by providing the required contractual notice.

Our Supply Chain

We are committed to building long-term relationships with key partners who share our ethos and beliefs. When appropriate, we will work with vendors across the globe. We ensure that our partners know of and willingly comply with our position regarding Modern Slavery.

Our onboarding processes for suppliers include the requirement that all our suppliers make several contractual commitments to us as part of the supplier terms and conditions they sign. Under these terms and conditions, suppliers must adhere to all applicable laws regulating child working and bonded labour; must not, under any circumstances or on any basis, engage any person under the age of 15; and must maintain appropriate workplace health, safety and welfare conditions. Our suppliers agree to assist and cooperate with us on any due diligence checks, audits, and inspections that we may undertake to verify their compliance with these commitments.

As a company, we undertake regular risk assessments of our suppliers to mitigate the risk of slavery and human trafficking. We also raise awareness amongst staff on how to recognise and report any suspected cases of modern slavery.

Due Diligence

We maintain a published Whistleblowing policy with defined recourse to report any suspected modern slavery cases. Employees and third parties can lodge any concerns confidentially. These will be investigated without any undue delay.

When specific instances of modern slavery have been uncovered in the supply chain, they must be addressed immediately and in a manner that is proportionate and adapted to the circumstances of the case.

Our commitment

- We are an accredited Living Wage employer.
- Our employees undergo robust pre-employment checks and are vetted to the BS7858 standard as a minimum. Many are Security Check (SC) cleared.
- All our staff are required to undertake 'Modern Slavery' awareness training
- Our business is accredited with ISO 9001, 27001 and 14001.



Nick Howes
CEO
Digital Modus Ltd
30th June 2024