



Darac Ltd,  
Unit 9  
Thesiger close  
Worthing, BN11 2RN  
UK.

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## Modern Slavery and Human Trafficking Policy

### 1. Purpose

This Modern Slavery and Human Trafficking Policy outlines DARAC's commitment to preventing slavery, servitude, forced or compulsory labour, and human trafficking (collectively referred to as modern slavery) within our business operations and supply chains. This policy ensures compliance with the UK Modern Slavery Act 2015 and promotes ethical practices across all areas of our organisation.

### 2. Scope

This policy applies to all employees, contractors, suppliers, and any other parties working with or on behalf of DARAC LTD. It covers all our operations, including domestic and international activities, and extends to our supply chains, partnerships, and business relationships.

### 3. Statement of Commitment

DARAC LTD has zero tolerance for modern slavery in any form. We are committed to acting ethically, transparently, and with integrity in all our business dealings. We will implement and enforce effective systems to identify, prevent, and address risks of modern slavery.

### 4. Responsibilities

Director: Ensure oversight and accountability for compliance with this policy.

All Employees: Comply with this policy and report any concerns regarding modern slavery.

### 5. Due Diligence

We undertake the following measures to mitigate risks of modern slavery:

Supplier Vetting: Conduct risk assessments and due diligence on suppliers to ensure their adherence to anti-slavery standards.

Contracts: Include anti-slavery clauses in contracts with suppliers and partners.

### 6. Reporting Concerns

Employees and stakeholders can report concerns or suspected instances of modern slavery via the following channels:

Directly to the Director.

All reports will be treated confidentially and investigated promptly.

### 8. Monitoring and Review

We are committed to continuous improvement. This policy will be reviewed annually, and updates will be made to address any changes in legislation or identified risks.

### 9. Consequences of Non-Compliance

Failure to comply with this policy may result in disciplinary action, including termination of employment or contracts, and, where applicable, reporting to relevant authorities.

### 10. Policy Approval

This policy was approved by the Directors on 31<sup>st</sup> march 2024

Signed:

S.C. Edwards 

31<sup>st</sup> march 2024