Damia Group
People • Knowledge • Solutions

The Surrey Technology Centre,
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Modern Slavery Policy

Damia Group Limited is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

Definitions

Damia Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

Damia Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Damia Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Damia Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Damia Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Damia Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

Steps for Managing Risks

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies.
- We work with the REC in order to combat the risk of modern slavery and human trafficking.

Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Andrew Weston Managing Director.

Reports surrounding these issues are taken extremely seriously by our board of directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are

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committed to taking appropriate action, including but not limited to:

- Working with the appropriate organisations to improve standards.
- Removing that organisation from our preferred supplier list.

Training

Damia Group provides appropriate training and awareness information for all of its staff. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

Slavery compliance officer

Damia Group has a Slavery Compliance Officer, Andrew Weston Managing Director, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Damia Group's obligations in this regard.

This statement is made as part of Damia Group Limited's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Damia Group Limited operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year March 2025 to April 2026.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

We would also recommend reading this in conjunction with our other policies, including our:

- Ethical procurement policy
- Anti-bribery / corruption policy
- Whistleblowing policy

As part of our business, we also work with the following organisations:

- the Recruitment and Employment Confederation (www.rec.uk.com)

Signed Andrew Weston
Andrew Weston (Jun 24, 2026 14:20:09 GMT+1)
Andrew Weston
Managing Director

Date: June 2026

Modern Slavery Policy

Final Audit Report 2026-06-24

Created:	2026-06-24
By:	Damia Group (contracts@damiagroup.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAVRySZXMCrBff373zFZYqcLabsz2eF4yv

"Modern Slavery Policy" History

Document created by Damia Group (contracts@damiagroup.com)
2026-06-24 - 1:17:29 PM GMT

Document emailed to andrew.weston@damiagroup.com for signature
2026-06-24 - 1:17:32 PM GMT

Email viewed by andrew.weston@damiagroup.com
2026-06-24 - 1:19:42 PM GMT

Signer andrew.weston@damiagroup.com entered name at signing as Andrew Weston
2026-06-24 - 1:20:07 PM GMT

Document e-signed by Andrew Weston (andrew.weston@damiagroup.com)
Signature Date: 2026-06-24 - 1:20:09 PM GMT - Time Source: server - Signature Appearance Selected: TYPE

Agreement completed.
2026-06-24 - 1:20:09 PM GMT