

D&K SLAVERY AND HUMAN TRAFFICKING POLICY

D&K Group has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

D&K is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains and we expect the same high standards from all of our contractors, suppliers and other business partners.

D&K POLICIES ON SLAVERY AND HUMAN TRAFFICKING

D&K is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Supplier Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Safeguarding policies include specific guidance for staff on how to recognize signs of abuse, including slavery, human trafficking, forced labor and domestic servitude among our customers and clients and how to respond to and escalate any concerns.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

D&K has policies in place to identify and assess potential risk areas in our supply chains, mitigate the risk of slavery and human trafficking occurring in our supply chains, monitor potential risk areas in our supply chains, and protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

D&K has specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adult or children. To ensure that our supply chain complies with D&K's zero tolerance approach to slavery and human trafficking, D&K performs due diligence to help ensure our suppliers and their supply chains obey all applicable laws and are slavery free.