Dandara Group Modern Slavery Policy

Dandara Group ("Dandara") is committed to preventing modern slavery and human trafficking in all aspects of our planning and construction operations and supply chain. We take a zero-tolerance approach to modern slavery and human trafficking. This policy supports and underpins our obligations under the UK Modern Slavery Act 2015 and aligns with the commitments set out in the Dandara Group Modern Slavery Statement.

Scope & Application

This policy applies to all employees, contractors, suppliers, subcontractors, and business partners at the corporate level or on our schemes in planning or construction stage within the Dandara Group (please see the Dandara Group Modern Slavery Statement for further details).

Our Commitments

Dandara is committed to identifying, assessing and mitigating the risk of modern slavery, ensuring ethical recruitment and employment practices, working collaboratively with suppliers, raising awareness and taking appropriate action where concerns are identified. We are committed to:

- Working with our supply chain to mitigate the risk by ensuring robust checks and contractual requirements, through providing information to spot the signs of modern slavery to workers on our sites and by signposting information on Whistleblowing and organisations to contact.
- Conducting due diligence on all suppliers, subcontractors, and labour providers to ensure compliance with modern slavery laws.
- Requiring all workers to have legal employment contracts, fair wages, and appropriate working conditions.
- Ensuring recruitment processes are transparent, ethical, and free from exploitative practices.
- Providing training and awareness programs for employees and supply chain partners on identifying and preventing modern slavery risks.
- Including modern slavery prevention measures in procurement processes, supplier agreements, and audits.

Responsibilities

Company Responsibilities

- Implement and enforce policies to prevent modern slavery across all business activities.
- Conduct risk assessments and audits to identify and mitigate risks within our supply chain.
- Provide employees with training on modern slavery awareness and reporting mechanisms.
- Ensure that our suppliers and subcontractors comply with our modern slavery policy.

Supply Chain Responsibilities

- Suppliers must complete a Pre-Qualification Process (PQQ), where applicable, that includes due diligence on modern slavery risks.
- Suppliers must maintain ethical labour practices, including ensuring that all workers are legally employed, fairly paid, and not subject to coercion.

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- Suppliers must provide full transparency in their own supply chains, ensuring that modern slavery risks are mitigated.
- Suppliers must report any concerns related to modern slavery within their supply chain to Dandara Group.

Subcontractor Responsibilities

- All subcontractors must sign and comply with Dandara Group's Modern Slavery Policy.
- Subcontractors must ensure that all workers have employment contracts and have not been required to pay recruitment fees.
- Subcontractors must conduct their own due diligence to prevent modern slavery within their business and supply chain.
- Subcontractors must attend modern slavery training and implement internal procedures to detect and prevent exploitation.
- If a subcontractor becomes aware of any potential modern slavery incidents, they must report it immediately to Dandara Group or the appropriate authorities.

Reporting and Compliance

- Employees, suppliers, and subcontractors are encouraged to report any suspicions of modern slavery through our confidential whistleblowing channels.
- Reports will be investigated, and appropriate action will be taken, including termination of contracts with non-compliant suppliers or partners.
- Regular audits and reviews will be conducted to assess compliance and improve practices.

Continuous Improvement

Dandara will review this policy annually and update our practices to strengthen our efforts against modern slavery. We are committed to collaboration with industry partners, government agencies, and NGOs to combat modern slavery effectively.

Signed:

Steven Hannah
Group Finance and Operations Director

Signed version kept on file *Feb-26*

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