

DMN Rapid Logistics Modern Slavery & Human Trafficking Policy Effective date:
16/01/2026 Review date: 16/01/2027.

1. This policy sets out DMN Rapid Logistics' commitment to preventing modern slavery, human trafficking, forced labour, and related abuses in our business and supply chains and to act ethically, transparently and with respect for human rights in line with the UK Modern Slavery Act 2015 and subsequent guidance and expectations in 2026.
2. **Scope:** Applies to all employees, officers, temporary workers, contractors, consultants and business partners (suppliers, carriers, subcontractors, agents) of [Company Name] worldwide. Covers all operations, services, procurement, logistics, warehousing and subcontracted delivery activities.

3. Definitions

- Modern slavery: slavery, servitude, forced or compulsory labour, human trafficking, and exploitation.
- Victim of trafficking: anyone coerced, deceived or exploited for the purpose of labour or services.
- Supply chain: all tiers of suppliers, subcontractors and service providers involved in the delivery of our logistics services.

DMN Rapid Logistics has a zero-tolerance approach to modern slavery and will not knowingly support or conduct business with parties who engage in modern slavery. We are committed to preventing, identifying and remediating risks of modern slavery in our operations and supply chains.

Our commitments

- Compliance: comply with applicable anti-slavery and human trafficking laws and regulations.
- Due diligence: undertake proportionate risk-based due diligence on suppliers and partners.
- Risk management: identify, assess and mitigate modern slavery risks in operations, procurement and third-party relationships.
- Transparency: publish an annual modern slavery statement detailing steps taken, findings and actions.



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- Remedy: provide access to remedy for victims where we have caused or contributed to harm, or cooperate with legitimate remedy processes if linked to supplier activities.
- Training: provide appropriate training to staff and managers to identify and respond to indicators of modern slavery.
- Reporting: maintain confidential reporting channels and protect whistleblowers.

Responsibilities

- Board of Directors: overall accountability for policy implementation and resourcing.
- Senior Management: ensure policy integration into business planning, procurement and operations.
- Procurement / Operations Managers: implement due diligence and contract clauses, monitor suppliers, escalate concerns.
- All staff: comply with the policy, attend required training and report concerns promptly.

Risk assessment & due diligence

- Risk factors considered: geography, labour intensity, subcontracting, recruitment practices, payment of wages, working hours, use of third-party labour providers.
- Due diligence measures: supplier questionnaires, contractual anti-slavery clauses, right-to-work checks, site audits for high-risk suppliers, audits of payroll and working conditions where appropriate.
- Tiered approach: higher scrutiny for high-risk categories lower-tier subcontractors. Lower-risk suppliers subject to lighter-touch checks.

Supplier requirements & contract terms

- Suppliers must comply with this policy and maintain their own policies and controls to prevent modern slavery.
- Contracts will include: representations & warranties, right to audit, termination for breach, remediation and co-operation clauses.
- Where suppliers use subcontractors, they must ensure obligations flow down the chain.

Recruitment & employment practices



- All employees undergo identity and right-to-work checks in line with UK law. In addition all employees are required to go through a DBS check and vetting before commencing work.
- Use only reputable recruitment agencies and require agencies to confirm their compliance.
- Pay at least the National Minimum/Living Wage and ensure wages are paid directly to workers with no unlawful deductions.
- No charging of recruitment fees to workers; where third-party fees are identified, remedial steps required.

Reporting, whistleblowing & support for victims

- Employees and third parties may report concerns confidentially to: [insert contact: email/phone/online form].
- Reports will be investigated promptly, impartially and confidentially.
- Victims will be supported with appropriate safety, welfare and referral to specialist services, and legal/compensation advice when required.
- No retaliation policy: reports made in good faith will be protected.

Monitoring, audits & KPIs

- Maintain records of due diligence, supplier assessments, audits, training completion and investigations.
- Key performance indicators may include: number of supplier risk assessments, audits completed, remediation actions taken, staff trained, and incidents reported/resolved.
- Internal or third-party audits of high-risk suppliers and operations will be conducted as resources allow.

Remediation

- If an instance of modern slavery is identified, DMN Rapid Logistics will:
 - Ensure immediate safety of affected individuals.
 - Investigate and escalate to senior management.
 - Suspend or terminate the relationship with the responsible party where necessary.
 - Work with suppliers, authorities and NGOs to remediate harms and prevent recurrence.



- Review and strengthen controls based on lessons learned.

Training & communication

- Mandatory modern slavery awareness training for all staff, enhanced training for procurement, operations and HR teams.
- Communicate policy and expectations to suppliers and include modern slavery information in onboarding.

Record keeping & documentation

- Keep records of due diligence, risk assessments, contracts, audits, training and investigations for a minimum of six years or as required by law.

Review of policy

- This policy will be reviewed at least annually or when material changes occur to our business or relevant legislation/guidance.

Governance & contact

- Approved by: Board of Directors, DMN Rapid Logistics
- Modern Slavery Officer: James Hopkins. James.h@dmnrl.co.uk +447557849455
- Whistleblowing / Report concerns: nick@dmnlogistics.co.uk
- Location: 26 Park Rose Industrial Estate, Middlemore Road, Smethwick, West Bromwich, West Midlands, England, B66 2DZ