

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

THIS POLICY IS IN LINE WITH THE MODERN SLAVEY ACT 2015 SECTION 54 (1)

GENERAL STATEMENT

Modern Slavery includes slavery, forced and compulsory labour and human trafficking whereby individuals are deprived of their freedom and exploited for commercial or personal gain as set out in the Act. Human Trafficking is where arrangements are made to facilitate the travel of a person or persons with a view to that person being exploited.

COMMITMENTS

DBR Limited is committed to a zero-tolerance approach to Modern Slavery in all its dealings with its workforce and supply chains and expects the same high standards from all its staff, suppliers, sub-contractors and with whom it does business including consultants.

DBR is committed to acting ethically and with integrity and transparency and is a Company that expects everyone working with us or on our behalf to support measures to safeguard against Modern Slavery. This includes but is not limited to:

- Adherence to local and national laws
- Freedom of workers to terminate employment.
- Freedom of movement
- Freedom of association
- Prohibits any threat of violence, harassment and intimidation.
- Prohibits the use of worker-paid recruitment fees.
- Prohibits compulsory overtime.
- Prohibits child labour
- Prohibits discrimination.
- Prohibits confiscation of workers original identification documents
- Provides access to remedy, compensation and justice for victims of modern slavery.

The detection, prevention and reporting of Modern Slavery in any part of the Company or its supply chain is the responsibility of all those working for DBR or those working on our behalf. No one must engage in, allow or fail to report any activity that might lead to a breach of this policy.

All supply chains and sub-contractors will be engaged in addressing the risk of Modern Slavery including setting out the minimum standards required to combat Modern Slavery and Trafficking. Wherever possible DBR will obtain assurances that they are free of Modern Slavery.

DBR will ensure that all suppliers of labour will be paying their personnel the national minimum wage.

DBR will encourage anyone to raise concerns about Modern Slavery and will support anyone that acts in good faith without fear of reprisals (Whistleblowing). Where necessary staff training will be available so that staff should know how to identify exploitation.

DBR has an equal opportunities policy and is committed to upholding human rights. Anyone found to be in breach of the Policy, their relationship with DBR will be terminated.

Signed on behalf of DBR Limited



David Lucas
Managing Director

4th December 2025