DigiSig Rail Group Ltd

Modern Slavery Policy

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Version	**Description**	
1.0	Initial Issue	
1.1	Update to new logo	
1.2	Updated to correct clerical cross reference issue	
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Introduction

DRGL recognises and accepts its responsibilities under the Modern Slavery Act 2015 and the principles of the International Labour Organisation (ILO)/United Nations (UN) guiding principles with regards to all persons working for us or on our behalf in any capacity, including employees at all levels including (but not exhaustively) directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

DRGL strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Our Commitment

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

We shall as DRGL be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains, a commitment within DRGL to raise awareness through this policy and how to spot the signs in the supply chain from the answers given in the New Supplier Set Up Form DRGL/F/3.1.2. (q4.4). Upon receipt of the New Supplier Set Up Form, a DRGL Director shall make an informed decision for suitability based on the perceived risk from the answers and documentation provided.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain, any supplier known to carry out practices which contribute to the risk of modern slavery shall be prohibited from supplying to DRGL.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach we will also assess the merits of writing to suppliers requiring them to comply with our Policy, which sets out the minimum standards required to combat modern slavery and trafficking.

- Consistent with our risk-based approach we may require employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Policy.
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to this Policy.
- As part of our ongoing risk-based approach and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Policy.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.
- Encourage all DRGL staff to report to the Directors any concerns they have regarding modern slavery breaches within the organisation or the supply chain no matter how small.
- Where there is suspicion of modern slavery, advice can be sought from the modern slavery helpline. Instances of modern slavery can be reported via this modern slavery helpline confidentially on 0800 0121 700 (24 hours a day, 365 days a year) or online at www.modernslaveryhelpline.org/report