

Modern Slavery Act Policy
Damex FR Ltd

1. Policy Statement

Damex FR Ltd is committed to conducting business ethically and responsibly. We recognize the importance of combating modern slavery and human trafficking in all its forms. This Modern Slavery Act Policy reflects our dedication to preventing, identifying, and addressing any potential risks of modern slavery within our business operations and supply chain.

2. Policy Scope

This policy applies to all employees, contractors, and business partners of Damex FR Ltd, including suppliers and service providers in our supply chain.

3. Commitments

- Zero Tolerance: Damex FR Ltd has a zero-tolerance approach to modern slavery, forced labor, child labor, and human trafficking. We will not tolerate any form of exploitation within our business or supply chain.
- Risk Assessment: We will conduct regular assessments to identify and evaluate the risk of modern slavery within our operations and supply chain. Factors considered will include the nature of our business, geographical locations, and industry-specific risks.
- Due Diligence: Damex FR Ltd will perform due diligence on suppliers and business partners to assess their compliance with anti-slavery and human trafficking laws. Contracts with suppliers will include provisions requiring adherence to these laws.
- Training: We are committed to providing training to employees and stakeholders to raise awareness of modern slavery risks, recognizing the signs, and reporting any concerns.
- Reporting Mechanism: Damex FR Ltd will establish a confidential reporting mechanism for employees and stakeholders to report concerns related to modern slavery. Reports will be thoroughly investigated, and appropriate actions will be taken.
- Continuous Improvement: We will continuously review and improve our processes and procedures to prevent and address modern slavery risks. This includes collaborating with suppliers to promote responsible and ethical practices.

4. Communication

Damex FR Ltd will communicate this policy internally to all employees and externally to suppliers, contractors, and other relevant stakeholders. The policy will be made available on our website, and employees will receive training on its content.

5. Review and Monitoring

This policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and standards. Damex FR Ltd is committed to adapting and strengthening our approach to combat modern slavery based on ongoing assessments and developments.