

MODERN SLAVERY STATEMENT

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024

POLICY STATEMENT

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which deprive a person of their fundamental rights and liberties, in order to exploit them for personal or commercial gain.

DSW has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with the Modern Slavery Act 2015. If evidence of modern slavery and human trafficking was discovered within our supply chain, we would expect to sanction and remove the associated supplier and re-educate all staff.

DSW expects the same standards from all suppliers, contractors and other business partners and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery. DSW promotes high standards of employee welfare and expects all suppliers to hold themselves accountable for providing similarly high standards / Our Anti-Slavery and Trafficking Policy sets out our responsibility as an ethical employer to ensure the organisation is compliant with legislation and is able to hold all contractors, suppliers and associates to account.

ABOUT US AND OUR BUSINESS

DSW provides leading consultancy and learning services to blue-chip businesses in the UK and Europe, across three principal areas: DSW Consultants, DSW Digital and DSW Apprenticeships. DSW works with organisations to deploy and train individuals, providing bespoke solutions to resolve business issues and deliver innovative learning and development programmes.

DSW is a responsible employer which is committed to tackling modern slavery. We have effective systems and controls to diligently ensure modern slavery is not present within its supply chain. The organisation operates with transparency and integrity in all business relationships and would seek to eradicate unfair and unethical practices if these were found within our supply chain. This approach supports DSW's founding tenants of; integrity, honesty, innovation, incisive.

POLICY AND RISK MITIGATION

Despite being a low-risk organisation operating within a low-risk industry – training and consultancy – DSW remains vigilant.

As part of DSW's commitment to identify and mitigate risk we will implement the following measures:

- Rigorous and regular assessment of all current and future suppliers to assess and

mitigate any risk in relation to human trafficking, modern slavery and unethical practice;

- Staff training where appropriate.

This statement is made under section 54(1) of the Modern Slavery Act 2015 and constitutes DSW's slavery and human trafficking statement for the financial year, ending December 31 2024.