



SLAVERY AND HUMAN TRAFFICKING STATEMENT

DCL Statement

This statement sets out DCL's commitment to understanding all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and supply chains.

Although the organisation is exempt from the Modern Slavery Act 2015, we are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

Organisational Structure and Supply Chains

Digital Craftsmen is an established provider of virtualised dedicated hosting and managed services located in central London, United Kingdom. All our employees live in the UK, and are DBS cleared. No employee of DCL is paid below the United Kingdom's national minimum wage and each employee is under contract with a clause defining the hours of work.

We market our services to both the public and private sectors. We are a Microsoft Silver Hosting Partner, a VMware Professional Service Provider, and are partners with Veeam, Amazon Web Services, Google Cloud Platform, Armor, and Kaseya. We are seen as a "people business" by our clients and this is reflected in our achieving Investors in People certification.

Our supply chain consists of major software developers, ISPs, certification organisations, and platform hosting providers. DCL has an established and long running relationship with an employment agency in sourcing new employees.

DCL's services and operations are ISO 27001 and Cyber Essentials Plus certified and are managed under our Information Security Management System. The risk management process used by the management system is intended to identify and manage information security risks and apply an appropriate management action. When undertaking a risk assessment, any issues identified within the "Context of the Organisation" section of the Information Security Management System manual, which includes the Modern Slavery Act 2015, are taken into account.

The organisation undertakes risk assessment and due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

Training

All our staff are aware of modern slavery as a module within the organisation's wider ethics and values and covers:

- the basic principles of the Modern Slavery Act 2015
- how employers can identify and prevent slavery and human trafficking
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation
- what external help is available, for example through the Modern Slavery Helpline

Responsibilities

The Managing Director has responsibility, through the allocation of resources, for the effective implementation of this statement. The Service Delivery Manager has overall responsibility for implementing and monitoring this statement, the relevant risk assessments, investigations, due diligence, and training.

Each employee also has a responsibility, and the company expects all our employees to abide by the statement and help meet its ethical responsibilities for modern slavery and human trafficking. This statement is not contractual but indicates how DCL intends to meet its ethical responsibilities.

This statement will be reviewed annually and additionally whenever there are relevant changes in legislation or to our working practices.

Signature:

A handwritten signature in black ink, appearing to read "Gill Waller".

Date: 10/02/2025

Position: Managing Director of Digital Craftsmen