



Modern Slavery Policy

Introduction

At DATAHEAD, we are committed to ensuring that we do not tolerate any form of modern slavery or human trafficking within our business or supply chain. We are committed to conducting our business ethically and responsibly and to maintaining high standards of conduct. We also aim to ensure that our business practices are compliant with relevant laws, regulations and codes of practice.

This Modern Slavery Policy sets out the actions we have taken to prevent modern slavery within our business and supply chain, and the steps we will take to continue to identify and mitigate the risk of modern slavery and human trafficking in our operations.

Policy Statement

1. Policy Scope

This policy applies to all employees, contractors, consultants, and suppliers who provide goods or services to DATAHEAD. We expect our suppliers to comply with this policy and to take reasonable steps to ensure that their own supply chains are free from modern slavery and human trafficking.

2. Definition of Modern Slavery

Modern slavery encompasses various forms of exploitation, including slavery, forced or compulsory labour, human trafficking, and servitude. These practices are unacceptable and prohibited under this policy.

3. Risk Assessment

We have conducted a risk assessment to identify the areas of our business that may be most at risk of modern slavery and human trafficking. This assessment includes an analysis of our supply chain, including the recruitment and employment of workers. We regularly review and update our risk assessment to ensure that we are aware of any new or emerging risks.

4. Due Diligence

We conduct due diligence on our suppliers and business partners to ensure that they are committed to ethical business practices and that they are not engaged in any form of modern slavery or human trafficking. We may also conduct audits of our suppliers to ensure compliance with this policy.



5. Reporting and Investigation

We encourage all employees and stakeholders to report any concerns they have regarding modern slavery or human trafficking. We will investigate any reports of potential modern slavery or human trafficking and take appropriate action to mitigate any risks identified.

6. Training and Awareness

We provide training and awareness-raising activities for all employees and suppliers on the risks of modern slavery and human trafficking, and the steps they can take to prevent it. We also provide training to employees who are involved in our supply chain to ensure they understand their responsibilities under this policy.

7. Review and Improvement

We review our Modern Slavery Policy regularly to ensure it remains up-to-date and relevant. We also monitor our compliance with this policy and take corrective action where necessary. We are committed to continuously improving our processes and procedures to prevent modern slavery and human trafficking within our business and supply chain.

Conclusion

We take our responsibility to prevent modern slavery and human trafficking very seriously. This policy outlines our commitment to conducting our business ethically and responsibly and to maintaining high standards of conduct. We are committed to working with our suppliers to ensure that our supply chain is free from modern slavery and human trafficking, and we will continue to review and improve our processes and procedures to prevent these practices within our business and supply chain.

Signed:

A handwritten signature in black ink, appearing to read 'Akram Uddin', written over a light blue horizontal line.

Akram Uddin
Managing Director

December, 2021