

DICT8 Limited
Modern Slavery and Human Trafficking Statement
1st June 2023

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st June 2023 to 31st May 2024.

The statement sets down DICT8 Limited's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of DICT8 Limited which are as follows: The supply of outsourced transcription services to healthcare.

The Company currently operates in the following countries: United Kingdom

Responsibility for the Company's anti-slavery initiatives held by the board of Directors of DICT8 Limited

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to undertake training in identifying and reporting it.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations

- 2.1 **Whistleblowing policy** the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Employee Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the

Company.

2.3 **Social Value Policy** - The Company's Social Value policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier, invoking sanctions against suppliers that fail to improve their performance, including the termination of the business relationship.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: James Fellowes
Position: Managing Director

Date: 1st June 2023

Signature: 