

Due South Group

Modern Slavery & Human Trafficking Statement

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Foreword from the Chief Executive

Due South Group is committed to conducting business responsibly, ethically and with respect for fundamental human rights.

We recognise that modern slavery, forced labour and human trafficking continue to affect millions of people around the world and represent serious violations of human dignity. As an international infrastructure development and project management company, we acknowledge our responsibility to identify and address these risks within our own operations and throughout our supply chains.

Although Due South Group is not currently required to publish a statement under Section 54 of the UK Modern Slavery Act 2015, we have chosen to adopt this Statement voluntarily because we believe ethical business practices should reflect our values rather than simply our legal obligations.

Our commitment is clear: we have zero tolerance for modern slavery or human trafficking in any form.

Steven Edwards

Chief Executive Officer

1. Purpose

This Statement sets out Due South Group's commitment to preventing:

- Modern slavery.
- Forced labour.
- Bonded labour.
- Child labour.
- Human trafficking.
- Labour exploitation.

It explains the measures we take to reduce these risks within our business operations and supply chain.

2. Our Business

Due South Group is an international infrastructure development and project management company delivering renewable energy, healthcare infrastructure, humanitarian and sustainable development projects.

Our activities include project development, engineering, procurement, construction management, renewable energy solutions and humanitarian infrastructure programmes delivered in partnership with governments, development institutions, investors and local stakeholders.

Because we operate internationally, including in regions where labour standards and governance arrangements may vary, we recognise the importance of maintaining robust ethical controls.

3. Our Commitment

Due South Group is committed to:

- Respecting internationally recognised human rights.
- Preventing modern slavery in all business activities.
- Promoting ethical recruitment and employment practices.
- Working only with suppliers that share our values.

- Conducting appropriate due diligence.
- Taking action where concerns are identified.
- Continually improving our systems and procedures.

4. Understanding Modern Slavery

Modern slavery includes, but is not limited to:

- Human trafficking.
- Forced labour.
- Debt bondage.
- Child labour.
- Domestic servitude.
- Exploitative recruitment.
- Deceptive employment practices.
- Withholding identity documents.
- Restricting freedom of movement.
- Physical or psychological coercion.

Due South Group will not knowingly engage with any organisation involved in these practices.

5. Supply Chain Responsibility

We recognise that the greatest risk of modern slavery often exists within extended supply chains.

We therefore seek to work with suppliers who demonstrate:

- Ethical employment practices.
- Compliance with labour legislation.
- Respect for internationally recognised human rights.
- Safe working conditions.
- Fair treatment of workers.
- Transparent recruitment processes.

Supplier performance may be monitored throughout the life of a contract.

6. Supplier Due Diligence

Where appropriate, Due South Group may undertake due diligence before appointing suppliers or contractors.

This may include:

- Verification of legal identity.
- Company registration checks.
- Ownership verification.
- Review of labour practices.
- Modern slavery declarations.
- References.
- Sanctions screening.
- Health and safety performance.
- Environmental and social performance.

Additional due diligence may be undertaken for suppliers operating in higher-risk jurisdictions.

7. Recruitment Practices

Due South Group is committed to fair and ethical employment.

We will:

- Recruit lawfully.
- Verify identity and right to work where applicable.
- Provide fair terms and conditions.
- Respect freedom of movement.
- Prohibit recruitment fees being charged to workers by the Company.
- Promote equal opportunity and dignity at work.

Employment shall always be voluntary.

8. Recognising Indicators of Modern Slavery

Personnel should remain alert to warning signs including:

- Workers appearing fearful or controlled.
- Restriction of movement.
- Confiscated passports or identity documents.
- Excessive working hours.
- Poor living conditions.
- Withheld wages.
- Threats or intimidation.
- Child labour.
- Evidence of forced recruitment.

Any concerns should be reported immediately.

9. Reporting Concerns

Every employee, consultant and contractor has a responsibility to report suspected modern slavery or human trafficking.

Reports may relate to:

- Suppliers.
- Contractors.
- Recruitment agencies.
- Labour providers.
- Business partners.
- Project sites.

Concerns raised in good faith will be treated confidentially and investigated appropriately.

Retaliation against individuals reporting concerns will not be tolerated.

10. Training and Awareness

Due South Group will promote awareness of modern slavery through:

- Staff induction.
- Management briefings.
- Supplier communications.
- Procurement processes.
- Project risk assessments.
- Periodic policy reviews.

Personnel involved in procurement and international project delivery may receive additional guidance appropriate to their responsibilities.

11. Monitoring and Continuous Improvement

The Company will seek to strengthen its approach through:

- Periodic review of supplier performance.
- Procurement oversight.
- Risk assessments.
- Lessons learned.
- Policy reviews.
- Engagement with clients and partners.

Where concerns are identified, appropriate corrective action will be taken.

12. Responsibilities

The Chief Executive is responsible for promoting the principles contained within this Statement.

Managers are responsible for ensuring that procurement and recruitment activities reflect the Company's commitment to preventing modern slavery.

Every individual acting on behalf of Due South Group has a responsibility to remain vigilant and to report any concerns promptly.

13. Review

This Statement will be reviewed annually and updated to reflect changes in legislation, organisational activities and recognised good practice.

14. Our Commitment

Due South Group believes that successful infrastructure and humanitarian projects must be delivered with respect for human dignity, ethical employment and responsible business practices.

We will continue to strengthen our systems, work with responsible partners and promote supply chains that respect the rights and wellbeing of every individual.

By embedding these principles throughout our organisation, we seek to contribute to sustainable development that benefits communities without compromising the rights or dignity of those who help deliver it.