

Modern Slavery and Human Trafficking Statement

Decillion Digital Limited

Our Commitment

At Decillion Digital Limited, we uphold a firm commitment to human rights and ethical business practices. We fully support the principles of the UK Modern Slavery Act 2015 and are dedicated to ensuring that slavery, servitude, forced labour, and human trafficking have no place within our business operations or supply chains.

This statement outlines the actions taken by Decillion Digital during the financial year to prevent modern slavery, in line with Section 54 of the Act. It applies solely to Decillion Digital Limited.

Understanding Our Organisation

(a) Structure, Business, and Supply Chains

Decillion Digital Limited is a UK-registered private company, specialising in:

- Digital Transformation Consulting
- Cloud Solutions and Enterprise Architecture
- Data Analytics and Business Intelligence
- IT Advisory and Managed Services

Our business is built on partnerships with both public and private sector clients across the UK and Europe.

Supply Chain Overview

Our supply chains primarily involve:

- Technology vendors and platform providers
- Specialist consultants and IT contractors
- Professional service firms (legal, financial, HR)
- Recruitment agencies and labour intermediaries
- Software and infrastructure service providers

While the majority of our suppliers are based in the UK and Europe, we maintain a small number of engagements with global vendors where necessary.

Our Policies

(b) Policies Relating to Slavery and Human Trafficking

To combat modern slavery and promote ethical standards, we have established clear internal policies:

- Ethical Sourcing Policy: Mandates responsible sourcing and labour practices throughout our supply chains.
- Modern Slavery and Human Trafficking Policy: Enforces zero tolerance for forced or bonded labour.
- Code of Business Conduct: Embeds respect for human rights and ethical compliance into our corporate culture.
- Whistleblowing Procedure: Provides confidential channels for raising concerns, ensuring protection against retaliation.
- Recruitment Integrity Standards: Ensures that all employment practices are fair, transparent, and legally compliant.

We regularly review these policies to reflect changes in legislation and best practice guidance.

Due Diligence and Risk Management

(c) Due Diligence Processes

(d) Risk Assessment and Management

Due Diligence Approach

We apply a comprehensive due diligence framework to assess and monitor modern slavery risks:

- Supplier vetting includes mandatory completion of compliance questionnaires covering labour practices and ethical standards.
- Contracts with suppliers include obligations to comply with the Modern Slavery Act and our Code of Business Conduct.
- We perform periodic audits and risk reviews for suppliers deemed high-risk based on sector, geography, or operational profile.
- Internal checks ensure rigorous vetting of all employees, contractors, and labour intermediaries.

Risk Management Focus

We recognise particular risk exposure in:

- Labour recruitment, especially for temporary and contingent workforces.
- Offshore service delivery, where local labour standards may vary.

To mitigate these risks, we:

- Prioritise local sourcing where possible and ensure that all international partners uphold equivalent ethical standards.
- Engage only with reputable recruitment agencies that are members of recognised professional bodies.
- Maintain a supplier risk register and escalate due diligence for higher-risk suppliers.

Measuring Our Progress

(e) Effectiveness and Key Performance Indicators (KPIs)

We measure our success in mitigating modern slavery risks through:

- Supplier Certification Rates: 100% of strategic suppliers are certified for compliance with anti-slavery obligations.
- Training Completion: Target of 100% completion for relevant staff across procurement, HR, and supplier management.
- Zero Incidents: No cases of modern slavery reported or detected in the past financial year.
- Policy Audit: Annual internal review and audit of policies and procedures related to modern slavery prevention.

Our focus is on continuous improvement, proactive risk identification, and maintaining a culture of accountability.

Building Knowledge and Awareness

(f) *Training and Capacity Building*

Decillion Digital invests in employee awareness and capability-building initiatives:

- **Mandatory Induction Training:** All new hires are introduced to our Modern Slavery Policy.

- **Role-Specific Training:** Enhanced training for staff in procurement, HR, and legal compliance.
- **Annual Refresher Courses:** Delivered to all key staff to reinforce understanding of modern slavery risks and responsibilities.
- **Leadership Briefings:** Senior management receives targeted briefings on risk governance and ethical leadership.

Our training framework ensures that employees at all levels are equipped to recognise, prevent, and report modern slavery risks.

Group Structure Clarification

Decillion Digital Limited operates as a single entity and does not have any subsidiaries or group companies. This statement applies exclusively to the activities and supply chains of Decillion Digital Limited.

Approval and Publication

This statement has been reviewed and approved by the Board of Directors of Decillion Digital Limited. It is made available on our website in compliance with the UK Modern Slavery Act 2015 and will be reviewed annually.

Signed by

Ram Auti

Director

Decillion Digital Limited

Date: 5 June 2025