



Modern Slavery and Human Trafficking Statement

Decillion Digital Limited

Our Commitment

At Decillion Digital Limited, we are committed to respecting human rights and maintaining ethical business standards. We fully endorse the UK Modern Slavery Act 2015 and are dedicated to preventing slavery, servitude, forced labour, and human trafficking within our operations and supply chains. This statement outlines the actions taken by Decillion Digital during the financial year ending 31 October 2024, in accordance 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-based private company specialising in:

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

- Our client base spans both public and private sectors across the UK and Europe.

- Our supply chains primarily consist of:

- 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 UK and Europe-based, we maintain limited engagements with international vendors as necessary.

- **Our Policies**

- (B) Policies Relating to Slavery and Human Trafficking**

- To counter modern slavery, we have established the following policies:

- Ethical Sourcing Policy: Ensures responsible sourcing practices across our supply chains.
 - Modern Slavery and Human Trafficking Policy: Enforces zero tolerance towards forced labour.
 - Code of Business Conduct: Embeds human rights and ethical principles into our business operations.
 - Whistleblowing Procedure: Provides secure, confidential channels for reporting concerns.
 - Recruitment Integrity Standards: Guarantees fair and lawful recruitment practices.

- Policies are reviewed annually to ensure alignment with updated laws and best practice guidelines.

- **Due Diligence and Risk Management**

- (C) Due Diligence Processes**

- Our due diligence framework for identifying and managing risks includes:

- Supplier compliance questionnaires on labour and ethical standards.
 - Mandatory anti-slavery clauses within supplier contracts.
 - Periodic audits and risk assessments for high-risk suppliers.
 - Rigorous vetting of employees, contractors, and labour intermediaries.

(D) Risk Assessment and Management

We recognize heightened risks in:

- Labour recruitment, particularly temporary staffing.
- Offshore service delivery regions. To mitigate risks:
- Preference is given to local sourcing where feasible.
- We partner with accredited recruitment agencies.
- Maintain a supplier risk register and conduct escalated due diligence for higher-risk suppliers.

- **Measuring Our Progress**

(E) Effectiveness and Key Performance Indicators (KPIs)

Our key KPIs for assessing progress include:

- Supplier Certification Rates: 100% certification among strategic suppliers.
- Training Completion: 100% of relevant staff in procurement, HR, and supplier management complete training.
- Zero Incidents: No modern slavery cases detected during the financial year.
- Policy Audits: Annual reviews of policies and compliance frameworks.

We are committed to continuous improvement and fostering a culture of ethical accountability.

- **Building Knowledge and Awareness**

(F) Training and Capacity Building

Our training initiatives include:

- Mandatory Induction Training: Introduction to modern slavery prevention for all new hires.



- Role-Specific Training: Targeted training for procurement, HR, and legal staff.
- Annual Refresher Courses: Mandatory for all key personnel.
- Leadership Briefings: Focused sessions for senior management on risk governance.

- **Group Structure Clarification**

Decillion Digital Limited operates solely as an individual entity without subsidiaries or affiliated companies. This statement applies exclusively to the operations 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 published in compliance with the UK Modern Slavery Act 2015 and will be reviewed annually.

Decillion Digital Limited

Date: 5 December 2024