

Didac Modern Slavery Policy

Introduction

Didac is dedicated to fostering an environment where all potential dangers of modern slavery related to our operations are recognised and addressed. To prevent modern slavery and human trafficking from occurring within our business operations or business environments, we believe in implementing efficient procedures and controls.

We recognise the significance of ongoing vigilance to spot and address problems related to slavery and human trafficking within our company and throughout the environments in which we operate. We are dedicated to improving our ability to recognise, stop, and reduce risks in these areas.

Scope

All individuals working on or on our behalf in any capacity, including directors, officers, agency personnel, seconded personnel, volunteers, interns, agents, contractors, outside consultants, third-party representatives, and business partners, are subject to the terms of this policy. Its goal is to guarantee that everyone understands the risks posed by modern slavery and that we conduct ourselves properly and morally in all our business interactions.

Responsibilities

Management

Managers at all levels are responsible for ensuring that those reporting to them are aware of this policy and the broader issues of modern slavery and that they comply with them. They must offer sufficient and ongoing training on this policy and how to spot and stop human trafficking and modern slavery.

Employees

Our employees play a crucial role in upholding our modern slavery policy. Employees shall take care to prevent their conduct from causing violations of this policy. Any suspected or actual violations must be reported to their manager or supervisor without concern for reprisal. All reports will be handled in strict confidence.

Compliance

Transparency is a priority for Didac internally and with its suppliers of goods and services. We hold our suppliers, contractors, and other business partners to the same high standards. Specific prohibitions against the use of forced, compulsive, or trafficked labour, as well as anyone kept in slavery or servitude, are included in our contractual procedures.

Recruitment

Employment Agencies

We source workforce from only designated, respected employment agencies, and we always verify the practices of each new agency before admitting workers from that agency. We demand these agencies comply with all basic human rights criteria as part of our relationship with them. After completing a signed job offer, Didac will conduct extensive checks such as DBS (Disclosure and Barring Service) checks on all employees to ensure they are legally eligible to work in the UK.

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Direct Recruitment

We are devoted to conducting a thorough recruitment procedure when Didac is approached directly for employment. This includes the following:

- **Identity Verification:** To establish their identity and ability to work in the UK, applicants must provide proper identification (such as a passport or driving licence).
- **References:** Applicants must offer professional references, which will be thoroughly investigated to corroborate previous employment history and performance.
- **Interviews:** Applicants will be interviewed in order for us to better understand their situation and identify any potential risks or symptoms of coercion, exploitation, or modern slavery.
- **DBS Checks:** After the interview stage is completed and an employment offer is made, a DBS (Disclosure and Barring Service) check will be performed to confirm the applicant is suitable for the role and meets the standard set out in our Safer Recruitment Policy.
- **Contractual Agreement:** A clear and complete employment contract will be issued, including the employee's terms and conditions of work, salary, and rights.

Any suspicions or proof of modern slavery or exploitation shall be swiftly addressed in accordance with our processes for safeguarding individuals and reporting suspicions of modern slavery.

Training

We will train our employees to recognise and respond to the threats of modern slavery and human trafficking. This course will provide practical advice on identifying and responding to potential symptoms of modern slavery and information on the first steps to take if modern slavery is suspected.

Reporting

Didac welcomes openness and supports anybody who expresses serious concerns in good faith in accordance with this policy, even if they are incorrect. A reporting procedure for suspected breaches shall be established and disclosed to all employees. This system will allow for the anonymous, secure, and confidential reporting of issues.

Safeguarding Apprentices / Students

Under the safeguarding requirements, Didac is accountable to all our apprentices/students. We are dedicated to always assuring their safety and well-being.

Apprentices/students are encouraged to express their concerns about their own or others' situations or treatment in confidence and without fear of retaliation. They can do so through a designated safeguarding officer who has been trained to handle such situations.

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Didac will investigate any complaints of abuse, exploitation, or violation of an individual's rights promptly and fully and will take appropriate action if necessary. This includes but is not limited to, assisting the individual in contacting police authorities and providing access to counselling services. Each incident will be evaluated and informed of any changes to our procedures to avoid such occurrences in the future.

If we suspect modern slavery, we will not only act within our company but also submit these concerns to the proper authorities to protect the affected individuals.

Apprentice / Student Enrolment

Didac provides a rigorous enrolment procedure for all new apprentices/students. This procedure is intended to protect all apprentices' / students' safety and well-being and eliminate the danger of modern slavery.

The enrolment procedure includes, but is not limited to, the following steps:

- Verification of identity and right to work in the UK.
- Age verification to guarantee compliance with child labour regulations.
- An interview or discussion to better understand the individual's situation and detect potential risks or indicators of coercion, exploitation, or modern slavery.

If any concerns develop throughout the enrolment process, they will be addressed swiftly in accordance with our protocols for safeguarding and reporting suspicions of modern slavery.

Review & Monitoring

We will implement a process to audit the working environments in which we operate, including analysing our suppliers and contractors on a regular basis, including an evaluation of the safeguards in place to prevent modern slavery.

This policy will be evaluated on a regular basis and may be updated as needed to ensure that it promotes the highest levels of corporate responsibility and ethical behaviour.

Version Control

Date	Section(s) amended	Brief Description	Author
30/05/2023	N/A	Policy complete rewrite	Gavin Lewis
02/06/2023	N/A	Formal review and adoption by Didac Board of Directors	