

## Modern Slavery Policy

**Modern Slavery** This statement sets out the steps that Digital Candi Ltd, has taken and continues to take to ensure that modern slavery is not taking place within its business or supply chain, pursuant to section 54 of the Modern Slavery Act 2015.

Digital Candi Ltd is committed to acting ethically and with integrity and transparency in all business dealings.

## Organisation structure

Digital Candi Ltd provide recruitment services predominantly to the Digital Creative sectors. Digital Candi Ltd act as a creative staffing agency to source, attract and hire talent for digital based roles within business and organisations.

We find and place ideal candidates for employers that are looking to hire for a specific job opportunity and are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chain.

Our Modern slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and in implementing awareness/training and policies to ensure slavery and human trafficking is not taking place anywhere in our hiring networks.

## Digital Candi Ltd has the following internal policies to ensure that it is conducting business in an ethical and transparent manner

- Recruitment – Digital Candi Ltd conducts robust checks on any new employee including eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing Policy – Digital Candi Ltd has a whistleblowing policy so that all employees can raise any concerns that they might have without fear of reprisals.

## Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our hiring networks.
- Protect whistle blowers.

## Supplier Adherence to Our Values and Ethics

We actively seek to ensure that slavery and human trafficking does not exist within our supply chain. We insist that our supply chain and contractors comply with our values and have a supply chain compliance programme that consists of:

- The initial on boarding assessment of suppliers
- The ongoing review of contractual obligations ensuring standards of supply chain

## Training and Awareness:

As a business we value diversity, champion equality, and actively challenge discrimination. We recognise the importance of our role in taking a robust approach to the problem of slavery and human trafficking. We provide our staff team with advice to help understand the issues of human trafficking and to signpost them to key information and contacts

Digital Candi Ltd policy with direct relevance to modern slavery include safeguarding, whistleblowing, complaints, and procurement. Neither our own staff, who are directly employed are in categories which is generally seen to be vulnerable to modern slavery in the UK.

This statement is made voluntarily, in support of the principles of the Modern Slavery Act 2015. It has been approved by the management at Digital Candi Ltd and signed by a valued founder on their behalf.

**Signed:** *David Pratley McGill*