

Slavery & Human Trafficking Policy Statement

Issue No.	3
Issue Date	05/01/26
Classification	Public

Document History:

Issue Level	Page No(s)	Date	Brief details of amendment(s) to policy
1	All	15/01/24	First issue of policy
2	All	02/12/25	Annual Review and update of policy for financial year ending 30 th June 2026
3	All	05/01/26	Policy Rewritten Incorporating points on KPI's and Monitoring, Supplier Risk Assessment

The United Kingdom Modern Slavery Act 2015 requires certain businesses to outline the steps they have taken to ensure that slavery and human trafficking are not taking place in their business or supply chains. This statement is made pursuant to section 54(1) of the Act.

Dakota Integrated Solutions Ltd ("Dakota") is a technology-centric, customer-focused company providing integrated digital data capture, printing, mobility, support and voice-directed solutions across supply chain and healthcare environments.

Dakota is committed to maintaining high ethical standards and does not tolerate any form of slavery, forced labour or human trafficking in its business or supply chains.

Modern Slavery Risk Assessment

Dakota recognises that modern slavery risks vary across its operations and supply chain. Our highest-risk areas include overseas subcontractors, temporary staffing agencies, and suppliers operating in regions with weaker labour protections. These areas are prioritised for enhanced due diligence, monitoring, and engagement.

Policies and Standards

Dakota's Code of Conduct and policies explicitly prohibit child labour, forced or compulsory labour, discrimination, harassment, worker-paid recruitment fees, and any form of modern slavery. We ensure freedom of movement, freedom of association, collective bargaining (where lawful), and access to grievance and remedy mechanisms.

Dakota supports the Responsible Business Alliance (RBA) Code of Conduct and expects suppliers to uphold equivalent standards.

Supplier Due Diligence and Risk Management

Dakota maintains a supplier risk register focusing on categories and suppliers more vulnerable to modern slavery risks. This register is reviewed and updated regularly based on audits, assessments, and emerging intelligence.

Dakota conducts desk-based research and supplier audits, prioritising high-risk suppliers. Where issues are identified, corrective action plans are required and monitored. Critical findings are escalated to senior management within 72 hours.

Training and Awareness

Dakota provides mandatory Code of Conduct training to employees and specialist modern slavery training to relevant staff. High-risk suppliers receive training and guidance on modern slavery policies and are expected to cascade these standards to their workforce.

Responsible Purchasing and Procurement

Dakota regularly reviews its purchasing practices, including pricing, lead times, and payment terms, to ensure they do not create conditions that may contribute to exploitation. Modern slavery risks are considered at every stage of procurement, from tendering and supplier selection through to contract management.

Debt Bondage Prevention

Dakota undertakes due diligence to ensure workers are not subject to debt bondage or worker-paid recruitment fees. Suppliers are expected to ensure employment-related costs are fairly managed and transparently applied.

Worker Representation and Collaboration

Dakota encourages suppliers to support worker representation, including trade unions or other collective bargaining mechanisms, in accordance with local laws. Dakota collaborates with NGOs, industry groups, and other businesses to share best practices and strengthen collective efforts to combat modern slavery.

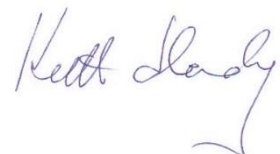
Reporting, Response and Remediation

Dakota has a formal process for responding to suspected instances of modern slavery. Reports are investigated promptly using a victim-centered approach, with cooperation from suppliers and authorities where appropriate. Reports may be raised confidentially by employees or third parties.

Measuring Effectiveness

Dakota monitors progress through key performance indicators including employee and supplier training completion, high-risk supplier audits conducted, corrective actions implemented, and resolution of identified cases. KPIs are reviewed annually by senior management.

This statement constitutes Dakota Integrated Solutions Ltd.'s slavery and human trafficking statement for the financial year ending 30 June 2026.

A handwritten signature in blue ink that reads "Keith Hardy".

Keith Hardy
Managing Director
Dakota Integrated Solutions
Ltd.