

Dale Power Solutions Ltd Modern Slavery Policy Statement FY25

1. Introduction

Dale Power Solutions is committed to conducting business ethically and with integrity. We recognise our responsibility to prevent modern slavery and human trafficking within our operations and supply chains. This statement sets out the steps we take to identify, manage, and mitigate the risk of modern slavery in accordance with the UK Modern Slavery Act 2015.

2. Our Commitment

We have zero tolerance for modern slavery, human trafficking, forced labour, or any form of exploitation. We are committed to:

- Acting ethically and responsibly in all our business relationships
- Implementing effective systems and controls to prevent modern slavery
- Ensuring transparency within our organisation and supply chains
- Working collaboratively with suppliers and partners to uphold human rights

3. Our Business and Supply Chain

Dale Power Solutions provides critical power systems, including UPS, generators, and battery energy storage solutions, supporting mission-critical sectors across the UK. The company also delivers engineering, maintenance, and life-cycle services, with skilled specialists providing nationwide 24/7 support.

In line with our CSR commitment to ethical, sustainable, and community-focused operations, we work with a primarily local UK supply chain, supported by strategically placed suppliers who provide rapid access to components and spare parts. This approach strengthens local economic resilience, reduces environmental impact, and aligns with our values-driven focus on responsible sourcing and low-risk, non-labour-intensive operations.

4. Policies and Governance

This statement is supported by the following policies and frameworks:

- Code of Conduct
- ESG Policy supported by CSR commitments
- Whistleblowing Policy
- Procurement and Supplier Management Policies
- Anti bribery and Corruption Policy

These policies collectively guide our responsible business practices and reinforce our commitment to protecting human rights.

5. **Policies and Governance**

To identify and mitigate modern slavery risks, we:

- Conduct supplier due diligence and risk assessments
- Require new suppliers to confirm compliance with labour and human rights standards
- Include anti-slavery and ethical labour clauses within relevant contractual agreements
- Monitor high risk suppliers and sectors

6. **Training and Awareness**

We are committed to raising awareness of modern slavery across our organisation and continue to strengthen how this is embedded into day-to-day practice. Modern slavery awareness is included in our induction and onboarding process, and relevant employees particularly those involved in procurement, supplier management, and recruitment receive training to help them recognise indicators of exploitation and understand how to report concerns. Refresher sessions and internal communications help maintain awareness throughout the year, and we also recognise Anti-Slavery Day as part of our key performance indicators, ensuring modern slavery remains an active focus across DPS.

7. **Reporting Concerns**

We encourage a culture of openness. Any employee, supplier, or stakeholder can report concerns about modern slavery through our whistleblowing channels. All reports will be investigated sensitively and thoroughly.

8. **Continuous Improvement**

We are committed to improving our practices and strengthening our controls year on year. We will:

- Review our risk assessment process
- Strengthen supplier engagement
- Enhance training programmes
- Update this policy statement annually

Key Performance Indicators

- Publication of the Modern Slavery Statement on time (100% annually)
- Policy review and approval period (Review at least every 12 months)
- Supplier contracts with modern-slavery clauses (100% of new and renewed contracts with signed declaration).
- Number of supplier risk assessments completed (All high-risk suppliers assessed within cycle)
- Number of supplier audits conducted based on risk indicators (\geq 95% of scheduled audits completed)
- % of new employees receiving anti-slavery training during induction (100% completion)
- All existing employees to observe UK anti-slavery Day (18th October) awareness campaign annually (100%)
- Number of confirmed incidents of modern slavery reported or identified (0 incidents - or full investigation & remediation where identified).

9. **Approval**

This Modern Slavery Policy Statement has been approved by the Board of Directors and will be reviewed annually.



Signed:

Name: Andrew Marr

Role: Finance Director

Date: 4th February 2026