

Dockside Personnel Limited

Anti-Slavery and Human Trafficking Policy

1. Policy Statement

Dockside Personnel Limited ("DPL") is committed to preventing slavery, forced labour, human trafficking, and all forms of exploitation within our recruitment activities and wider business operations. We operate a zero-tolerance approach to modern slavery and are committed to conducting our business ethically, transparently, and with integrity.

This policy demonstrates our commitment to complying with the Modern Slavery Act 2015 and all other applicable employment, labour, and human rights legislation.

2. Scope

This policy applies to all individuals and organisations connected with Dockside Personnel Limited, including:

- Employees, directors, and officers
 - Agency workers, contractors, and consultants
 - Candidates, temporary workers, and placed personnel
 - Suppliers, subcontractors, and business partners
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3. Our Business and Supply Chain

Dockside Personnel Limited operates within the recruitment sector, supplying labour for dockside, port, and associated operational roles across the United Kingdom.

Our supply chain primarily consists of:

- Temporary and permanent workers
- Payroll and umbrella service providers
- Compliance, training, and vetting partners

We recognise that recruitment and labour-intensive sectors can present an increased risk of modern slavery. As such, we apply enhanced due diligence, monitoring, and compliance controls throughout our operations.

4. Roles and Responsibilities

4.1 Management Responsibility

Senior management is responsible for ensuring this policy is effectively implemented and that appropriate systems, controls, and resources are in place to prevent modern slavery within our business and supply chain.

4.2 Employees and Recruitment Staff

All employees and recruitment staff are expected to:

- Understand and comply with this policy
- Remain alert to indicators of modern slavery or exploitation
- Report any concerns promptly and in accordance with this policy

4.3 Suppliers and Business Partners

All suppliers, subcontractors, and business partners are expected to uphold the same high standards. They must not engage in, support, or tolerate slavery, servitude, forced or compulsory labour, or human trafficking.

5. Ethical Recruitment and Employment Practices

Dockside Personnel Limited is committed to fair, lawful, and transparent recruitment practices. We ensure that:

- All workers have the legal right to work in the United Kingdom
 - Identity and right-to-work checks are completed in line with statutory requirements
 - Workers are never charged recruitment or work-finding fees
 - Employment terms are clear, transparent, and provided in writing
 - Workers are paid directly and in accordance with National Minimum Wage and working time legislation
 - No worker is subjected to intimidation, coercion, threats, or unlawful control
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6. Risk Assessment and Due Diligence

We adopt a risk-based approach to identifying and mitigating modern slavery risks by:

- Assessing roles, labour sources, and supply arrangements that may present higher risk
 - Conducting appropriate due diligence during supplier onboarding and review
 - Monitoring working conditions, pay arrangements, and worker welfare
 - Reviewing this policy and related procedures on a regular basis
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7. Training and Awareness

Relevant training is provided to recruitment and management staff to ensure they:

- Understand the risks and indicators of modern slavery
 - Are aware of their responsibilities under this policy
 - Know how to report concerns appropriately and lawfully
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8. Reporting Concerns and Whistleblowing

Any individual who suspects modern slavery, forced labour, or human trafficking is encouraged to report concerns immediately to management or a designated compliance representative.

Reports may be made confidentially and without fear of retaliation. Where necessary, concerns will be escalated to the appropriate authorities, including the Gangmasters and Labour Abuse Authority (GLAA) or the police.

9. Breaches of This Policy

Any breach of this policy by employees may result in disciplinary action, up to and including dismissal. Breaches by suppliers or business partners may result in corrective action or termination of contractual arrangements.

10. Policy Review and Approval

This policy is reviewed at least annually and updated as required to ensure continued compliance with legislation, regulatory guidance, and best practice.

Approved by: Dockside Personnel Operations Team
Review Date: 31/12/2026