



# LABOUR EXPLOITATION POLICY

Procedure / version: DWB HR100 v2

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Approved by : David Wood

## V. Requirements.

DWB's suppliers are an important part of our success and our culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as DWB.

DWB and its suppliers:

- Will not use forced or compulsory labour, i.e. any work or service that a worker performs involuntarily, under threat of penalty.
- Will ensure that the overall terms of employment are voluntary.
- Will not hold passports of migrant workers.
- Will not pay fees to agents other than reputable temp worker agencies where there is an opportunity for workers to engage in temporary to permanent employment.
- Will comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements.
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay agreements.
- Will abide by applicable law concerning the maximum hours of labour – such as the provisions of Working time Directive(s) or other applicable laws.
- Will keep records of, and be entirely transparent in complying with the above.

## VI. Consequences.

**Suppliers of DWB who engage in human trafficking and slavery will have their supply agreements terminated. Suppliers must be able to demonstrate compliance with this policy at the request and satisfactions of DWB. If a supplier to DWB is found to be in violation of this policy statement, DWB will take prompt, remedial measures to address the violation including but not limited to termination of the business relationship and involvement of legal authority(s).**

David Wood  
Managing Director

1<sup>st</sup> August 2016