

Datagraphic

Anti-Slavery and Human Trafficking

Statement and Policy
for the financial year ending 2025.



Anti-Slavery and Human Trafficking

Document Information

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Author:	P Wells – Responsible Business Manager
Owner:	P Wells – Responsible Business Manager

This statement and policy are:

- Effective from the Version and Issue date above. It supersedes previous versions, which are withdrawn, and hard copies are destroyed.
- Effective for Datagraphic Limited and Datagraphic Group Limited (Herein referred to as “Datagraphic”).
- Uncontrolled when printed. The 'master' document is held securely within our IT system. All documents, policies and procedures are controlled following the procedure for controls, documents and records.
- Subject to change by Datagraphic in line with changes in statutory law, case law and best practice.



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Part 1: Anti-Slavery and Human Trafficking Statement

At Datagraphic, we condemn all forms of modern slavery, including forced labour, human trafficking, and child labour, and we commit to ensuring our operations, supply chain, and business relationships protect human rights and are free from unethical practices.

This statement presents our commitment to identifying, preventing, and addressing modern slavery and human trafficking in our business activities. It outlines the steps we have taken in the financial year 1 January to 31 December 2025 to understand potential risks and to safeguard against modern slavery or human trafficking within our operations.

Although, as an SME, we are not required to comply with Section 54 of the Modern Slavery Act 2015, as a B Corp certified company and responsible business, we voluntarily publish this statement as part of our commitment to ethical trading and transparency.

This voluntary commitment to transparency, and prevention and condemnation of modern slavery and human trafficking supports the UN SDGs:

08	Decent Work and Economic Growth	Target: 8.7 – Measures to eradicate forced labour, modern slavery and human trafficking.
16	Peace, Justice and Strong Institutions	Target: 16.2 – End exploitation, trafficking, and violence against children.

About Datagraphic

Datagraphic is a secure document automation partner for numerous public and private sector organisations. We specialise in automating regulatory and time-critical outbound and inbound mail processes. Our cloud-based software solutions and secure UK document processing centres quickly and safely let clients outsource and automate the manual and repetitive tasks associated with printing, mailing, digitally sending and responding to their customer, employee and supplier communications.

We have two operational businesses within the group. Datagraphic Group Limited has head office responsibilities and inbound mail processing at Chesterfield, Derbyshire. Datagraphic Limited is the secure UK production centre in Rugby, Warwickshire. There are ~100 people employed across the two sites. This statement applies to Datagraphic Limited and Datagraphic Group Limited.



Compliance, Due Diligence & Risk Management

In 2025, Datagraphic monitoring activities recorded **zero cases of child labour, forced labour, and human trafficking**, and the risk level of modern slavery within our operations therefore is currently **assessed as low**. However, risks change, and may emerge within our supply chain. Therefore, we expect our suppliers to commit to eradicating modern slavery and human trafficking and to adhere to ethical practices. We ask suppliers to confirm their adherence in writing at least annually.

We conduct due diligence to identify and assess potential risks of modern slavery within our operations and supply chain. This includes evaluating our suppliers' practices and ensuring they align with our values.

We take a proportionate approach, which includes:

- Adding explicit clauses to supplier contracts requiring their compliance with anti-slavery laws and principles
- Set out our expectations regarding ethical practices, including the prevention of modern slavery and human trafficking within a Supplier Code of Conduct
- Issuing annually Supplier Due Diligence Questionnaires, which assess their compliance with legal and ethical standards, including modern slavery
- Where appropriate, carrying out audits or requesting further information from suppliers to verify compliance with our standards
- Taking action where risks are identified, which includes working with suppliers to address issues or, where necessary, reviewing or terminating the relationship.

Due diligence, contractual enforcement/supplier expectations support the UN SDGs:

08	Decent Work and Economic Growth	Target: 8.7 – Measures to prevent forced labour and human trafficking.
12	Responsible Consumption and Production	Target: 12.7 – Promoting sustainable procurement practices that include social safeguards.
17	Partnerships for the Goals	Target: 17.16 – Enhancing multi-stakeholder partnerships to address global challenges like human trafficking.

Communication

We aim to foster open communication regarding our efforts to combat modern slavery. This statement and supporting policy are available to all workers, suppliers, partners, and the public on our website.



Approval

This statement has been approved and endorsed by Datagraphic's Executive Team.

By adhering to this statement, we demonstrate our commitment to human rights, ethical business practices, and a world free from modern slavery and human trafficking during the financial year ending 31 December 2025.

This document has been approved by:

Signed:



Name: Glyn King

Job Title: Chief Executive

Date: 15/05/2026



Part 2: Anti-Slavery and Human Trafficking Policy

Purpose

At Datagraphic, we commit to preventing modern slavery and human trafficking within our operations and supply chain.

This policy's purpose is to set out clear responsibilities, within Datagraphic and for those working with us, to implement measures and controls to mitigate modern slavery risk. It also serves as a mechanism to ensure we continue to review best practices, relevant UK legislation and international standards for continued compliance.

Scope

This policy applies to products and services supplied by Datagraphic and to all **workers** (permanent and temporary), **contractors** and **partners** (operating within Datagraphic sites), and **suppliers** and **business partners** within our supply chain.

This policy supports the United Nations Sustainable Development Goals (SDGs):

04 Quality Education

08 Decent Work and Economic Growth

09 Industry, Innovation, and Infrastructure

12 Responsible Consumption and Production

16 Peace, Justice, and Strong Institutions

17 Partnerships for the Goals



Core Responsibilities

Our Executive Team commit to providing board-level leadership, resources, and support to ensure compliance and improvement of this policy. However, everyone working at, or with, Datagraphic must also take responsibility for adhering to and supporting the policy.

Datagraphic worker/contractor responsibilities are driven by different role-based needs as set out below:

Role	Title/Team	Responsibility
Policy Author	Executive Team	Draft and update this policy, with support from internal and/or external professional advisors, as required.
Policy Owner	Responsible Business Manager	Implementation, monitoring, training and internal compliance.
Policy Approver	CEO	Board-level approval and oversight.
Managers	Company-wide	Supports engagement, implementation and compliance within Datagraphic and the supply chain, where an individual's role includes supplier management.
Contributors	Employees/ Contractors	Reviews and follows the policy and is vigilant, reporting any modern slavery concerns via their Line Manager or the confidential Whistleblowing channel.

Suppliers/business partners' responsibilities start with a commitment to eradicating modern slavery and human trafficking, and to adhering to ethical practices. They must:

- Comply with all applicable laws relating to modern slavery
- Review our Ethical Trading Policy and Anti-Slavery and Human Trafficking Statement and Policy, and agree to adhere to our Supplier Code of Conduct
- Complete due diligence questionnaires annually or as requested
- Cooperate with any audit or review activities
- Inform us if they become aware of any new modern slavery risks

We ask suppliers to confirm their adherence to our standards in writing at least annually.

This leadership accountability and shared responsibility support the UN SDGs:

16	Peace, Justice and Strong Institutions	Target 16.6: Developing effective, accountable and transparent business practices.
17	Partnerships for the Goals	Target: 17.17 – Encouraging effective partnerships to combat modern slavery



Reporting and Investigation

We encourage reporting of any suspected cases of modern slavery across our operations and supply chain.

Where a suspected case is within Datagraphic’s business, reports should be made in writing by email immediately to any Executive Team member, or anonymous reports may be submitted in confidence via the Whistleblowing page on our website.

Where a suspected case is within Datagraphic’s supply chain, if the report is being made about a supplier chain partner, it should be submitted directly in writing by email to the Responsible Business Manager or as an anonymous report in confidence via the Whistleblowing page on our website.

If a Datagraphic supplier is reporting a suspected case identified within their business operations or supply chain, that supplier must send a report in writing by email to Datagraphic’s Procurement Manager, without undue delay, along with their investigation timeline and risk mitigation plan. The Procurement Manager will discuss and escalate the information to the Responsible Business Manager, who will engage with the supplier directly to agree on the next steps based on the severity and scope of the report.

All reports will be investigated promptly and thoroughly by the Responsible Business Manager with oversight and decision-making by Datagraphic’s Executive Team. Any worker submitting a suspected case will be protected from retaliation, in line with our **Whistleblowing policy**.

This commitment to safe reporting channels supports the UN SDGs:

08	Decent Work and Economic Growth	Target: 8.8 – Protecting rights and promoting safe working for all through effective enforcement/compliance mechanisms.
16	Peace, Justice and Strong Institutions	Target: 16.10 – Protecting fundamental freedoms, including Whistleblowers’ rights.



Training and Awareness

We commit to training workers/stakeholders to increase awareness and understanding of modern slavery, its indicators, and reporting mechanisms. We will, as a minimum, ensure:

- Workers are aware of modern slavery risks and reporting channels
- Managers, particularly those in procurement/supplier management, receive appropriate training to monitor/manage supply chain risks and to support policy enforcement
- Suppliers are made aware of expectations and compliance requirements on modern slavery through the publishing of relevant policies and their agreement to comply with Datagraphic's **Supplier Code of Conduct**.

Policy Breaches

Any breach of this policy by a Datagraphic worker may result in disciplinary action. We may also reconsider our relationship with suppliers who fail to meet our expectations or refuse to engage with our due diligence processes or our Supplier Code of Conduct.

Monitoring & Compliance

We commit to monitoring our operations and supply chain to continually improve our practices to prevent modern slavery, and to reviewing this policy and aligning policies and procedures annually to ensure their continued effectiveness.

Compliance

This policy complies with the requirements of the Modern Slavery Act 2015.



Review & Version Control

This statement and policy are reviewed annually, in line with our financial year, or more frequently as required to reflect best practices or legislative/operational changes.

Document History

A Version history is maintained with amendments and approval dates shown below.

Date	Version	Author	Description of change
14/01/2022	1.0	G King	A new public policy statement was published as a responsible business.
04/01/2023	1.1	G King	Annual policy statement review and republishing.
06/01/2023	1.2	G King	Policy statement reissued on updated design template.
05/01/2024	1.3	G King	Annual policy statement review and republishing.
05/01/2024	1.4	G King	Correction of a spelling error, policy statement reviewed and republished.
12/01/2025	1.5	G King	Annual policy statement review and republishing.
12/01/2025	1.6	G King	Annual policy statement review and republishing.
08/01/2026	1.7	P Wells	Responsibility for this policy's review and publishing is allocated to our Responsible Business Manager. Document re-written to clearly define Part 1 as a statement and Part 2 as a policy, with updates to include UN SDG alignment.
15/05/2026	1.8	P Wells	Added to the Compliance section, text confirming zero cases of child labour, forced labour, and human trafficking, following publishing of ESG reporting data for 2025.



Questions

If you have questions about the contents of this policy, please contact:

Peter Wells

Responsible Business Manager

E: esg@datagraphic.co.uk

Datagraphic

Certified



Corporation

Registered companies: Datagraphic Group Limited (Reg No: 01215380) and Datagraphic Limited (Reg No: 02913191).

Both registered in England at: Ireland Industrial Estate, Adelphi Way, Staveley, Chesterfield, S43 3LS.

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