

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to DIAL Global Inclusion (referred to in this statement as 'DIAL Global'). The information included in the statement refers to the financial year 2024/25

DIAL Global Inclusion is committed to leading the way in diversity, inclusion, and belonging across the globe. We partner with a diverse range of organisations to promote equitable and inclusive work environments, driving measurable impact in diversity, equity, and inclusion (DEI). We collaborate with businesses, governments, and non-profits to create systems that empower underrepresented communities.

B) ORGANISATIONAL STRUCTURE

DIAL Global Inclusion operates globally, with a team across multiple locations, including our headquarters in [insert location]. The Organisation is led by a Board of Directors, and day-to-day operations are overseen by the Chief Executive Officer and senior leadership team. Our work spans multiple regions, with our core focus on global DEI advocacy, educational initiatives, and support for organisations aiming to embed diversity, inclusion, and belonging into their cultures.

Our operations, including digital platforms and partnerships, serve clients across different continents, ensuring inclusivity within our practices.

C) DEFINITIONS

Modern slavery encompasses:

- Human trafficking;
- Forced work through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or threat of abuse;
- Dehumanisation, being treated as a commodity, or being bought or sold as property;
- Physical constraints or restrictions placed on freedom of movement.

D) COMMITMENT

DIAL Global Inclusion is committed to eradicating modern slavery in all its forms. We acknowledge our responsibility under the Modern Slavery Act 2015 and aim to operate with transparency across our own business practices and supply chains. We are dedicated to ensuring that our supply chains are free from slavery, servitude, and human trafficking.

We are committed to upholding the highest standards of ethical conduct in all our dealings, ensuring that slavery does not feature within any of our internal operations or with the organisations with which we collaborate.

E) SUPPLY CHAINS

DIAL Global's supply chains are diverse and span a range of sectors, including event management, technology, consultancy services, and educational resources. We work closely with suppliers who share our commitment to ethical business practices and transparency. We engage in regular assessments to ensure compliance with our anti-slavery policy.

F) POTENTIAL EXPOSURE

DIAL Global Inclusion recognises that modern slavery risks exist within global supply chains, particularly in industries involving low-wage or seasonal labour. While we take steps to mitigate these risks, we acknowledge that we operate in regions where legislation may vary in enforcing protections against modern slavery. We continue to monitor our supply chains to ensure they are free from exploitation.

G) COVID-19 IMPACT

The COVID-19 pandemic presented challenges to business operations worldwide, including the potential exacerbation of modern slavery risks due to increased job insecurity, economic instability, and disruptions in supply chains. Despite these challenges, DIAL Global remains committed to safeguarding against modern slavery within our organisation and across our partnerships.

H) STEPS TAKEN

We have taken a proactive stance to ensure that modern slavery does not occur in any part of our organisation or supply chain. The following actions have been taken:

- Conducting thorough due diligence on suppliers and partners, including their labour practices.
- Implementing a Supplier Code of Conduct that explicitly prohibits modern slavery.
- Providing internal training on recognising and reporting potential slavery and human trafficking.
- Regularly reviewing and updating our procurement and hiring practices.

We require all new suppliers to provide a statement confirming that they comply with the Modern Slavery Act and demonstrate transparency in their business practices.

I) POLICIES

DIAL Global Inclusion adheres to a number of policies that support our commitment to combating modern slavery, including:

- **Anti-Slavery and Human Trafficking Policy**
- **Supplier Code of Conduct**
- **Ethical Recruitment Policy**
- **Corporate Social Responsibility Policy**

J) TRAINING

DIAL Global Inclusion offers regular training for staff and partners to ensure they understand the risks of modern slavery and how to identify and report potential issues. This training is mandatory for all employees and contractors involved in procurement, recruitment, and supply chain management.

K) SLAVERY COMPLIANCE OFFICER

DIAL Global Inclusion has designated a Slavery Compliance Officer, who is responsible for monitoring compliance with this statement, handling any concerns regarding modern slavery, and ensuring corrective actions are taken where necessary.

This statement is made in compliance with section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually.

Issues And Updates

Pages	Issue Number	Date
1 - 3	1	August 2024 Approved By CEO Leila McKenzie Delis