



Modern Slavery Policy Statement

Doc Ref: 1839_DOC_019_v004

Date Raised: 04/08/2026

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

P. Ducker Systems Limited (PDS) has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

PDS is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.

PDS has a number of core company values, which Modern Slavery is embedded with these:

Integrity	We have a 'zero tolerance' approach to modern slavery and human trafficking in our business and supply-chain	We expect our suppliers and sub-contractors to ensure that there is no slavery or human trafficking in their own supply-chains.
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We will continue to embed the principles through: -

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- Continuing to take action to embed a zero-tolerance policy towards modern slavery

This policy will be communicated to all employees and prominently displayed at the PDS Office and shall be made available to all interested parties. The policy will be reviewed annually as a minimum.

Name	Position	Signed	Date
Nathan Lawson	Managing Director	<i>N Lawson</i>	04/08/2026



Issuer P Ducker Systems Ltd

Document generated Tue, 4th Aug 2026 9:01:57 BST

Document fingerprint 7d7379a16d92ef2d84829f1530d66348

Parties involved with this document

Document processed	Party + Fingerprint
Tue, 4th Aug 2026 9:12:59 BST	Nathan Lawson - Signer (498d4aa9e5352159069fe757bb0ae7ea)

Audit history log

Date	Action
Tue, 4th Aug 2026 9:01:58 BST	Envelope generated with fingerprint b7bc6fa7c4d89068175264086c84e920 by party email (185.45.26.226)
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