



Deep Sea Electronics Limited (DSE) (Incorporating DSE Inc (USA) and DSE India Pvt Ltd (India))

Modern Slavery Statement for 2024

Introduction

This statement, along with previous statements, is published in accordance with section 54, of the Modern Slavery Act 2015 (Transparency in Supply Chains) for the Financial Year ending 31st December 2023. It sets out the steps that DSE take to ensure that Modern Slavery, which includes slavery, servitude, forced labour and human trafficking, is not taking place in our business or our supply chains. DSE has a zero-tolerance approach to Modern Slavery and takes responsibility for ensuring that our partner Companies are proactive in maintaining focus on the issue.

Our business & supply chains

DSE manufactures generator controllers, auto-transfer-switch controllers, battery chargers and vehicle & off-highway controllers. We employ over 150 people across four continents and sell our products to over 150 countries direct from our UK head office and through our distributor network. DSE manufactures products only in the United Kingdom and actively manages the sourcing of materials and components from reliable, well-established suppliers, who share our drive to achieve the best quality. We have a global supply chain consisting of direct suppliers and several key component distributors (collectively our 'Suppliers'). The majority of our Suppliers are based in the United Kingdom and Europe with a number from China and India. DSE is committed to building long-term sustainable relationships with our Suppliers to minimise the turnover of trusted business partners.

Our values and policies on Modern Slavery

Our internal system, People HR, communicates DSE's values and expectations to our employees and we carry out all necessary 'right to work' checks on direct employees prior to their starting work with us. DSE operates a 'whistleblowing' policy, which encourages individuals to report any improper issues, including violations of Modern Slavery laws. DSE's supplier Code of Conduct and this Modern Slavery Statement can be found on our website (<https://www.deepseaelectronics.com/>), communicates our social standards and business ethics to the supply chain, with direct references to Modern Slavery and it not taking place in the supplier's business.

DSE Standard Terms and Conditions of Purchase now include clauses dedicated to Modern Slavery that contractually oblige our Suppliers to ensure Modern Slavery is not occurring in their businesses. The same Terms and Conditions also oblige our Suppliers to carry out due diligence to ensure that Modern Slavery is not occurring further down their own supply chains.



Due diligence processes & our assessment of risk

Our dedicated procurement specialists, led by our Operations Director, are committed to sourcing quality materials and components. DSE initially selects Business Partners/Suppliers on quality, cost, reputation and any other risk factors we feel appropriate to take into account.

All new Suppliers are subject to a New Supplier Audit that includes a QA Audit, business references and face-to-face meetings, when practical, with members of our auditing team. This process establishes good communications and enables DSE to assess whether there are unacceptable business practices in their operations. Once accepted as a Supplier or Partner, meetings are performed on a regular basis to maintain confidence in the Supplier's / Partner's operations, but any incidences of malpractice are raised for review by the Senior Management Team at their monthly meetings, under the Agenda item 'Risk management'.

How we assess our progress

All Directors and Senior Managers have received training in the awareness and prevention of Modern Slavery in all its forms.

DSE has strengthened its Standard Purchasing Terms and Conditions, requiring that its Suppliers and their agents declare they have not committed any violations of the Modern Slavery Act 2015 and placing an obligation to report any suspected violations.

We continue to work with our Suppliers to increase supply chain transparency on an ongoing basis, minimising the risk that Modern Slavery is taking place in their supply chains.

DSE has arranged assessed training for its Purchasing and Human Resources staff. To raise DSE staff awareness further, a Modern Slavery briefing sheet has been issued to all employees. This highlights the steps taken by DSE to combat Modern Slavery and we support the reporting of any concerns via our established 'whistleblowing' policy.

Mike Pennock
Operations Director, Deep Sea Electronics Ltd