

# Anti Slavery Policy Statement

dg8 design & engineering (dg8) are an established fully independent design and engineering group, our creative and versatile group of designers and engineers are experienced in delivering design led projects from concept to implementation. dg8 mainly work for clients within the rail transport sector and our team have extensive experience of the rail vehicle market, working at all tiers of the supply chain. This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by dg8 design and engineering to understand all potential modern slavery risks related to its business, and the actions undertaken to mitigate any such risks.

dg8 are committed to delivering high standards of corporate governance, a key element of which is managing the Group in a socially responsible way. The Group aims to employ the highest ethical and professional standards, whilst always aiming to comply with all national and local laws and regulations applicable to our business; it follows that dg8 is fully committed to preventing slavery and human trafficking in its corporate activities and its supply chains. This commitment is emphasised in our business ethics, core values and pledge to act with integrity and sincerity, within our training and competence procedure and company policies. dg8 also expects the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers.

Due to the nature of our business and our approach to governance, we assess that there is very low risk of slavery and human trafficking in our business and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards and/or our company policies.

We look to our employees' support and professionalism in helping to make this policy truly effective on behalf of dg8.

**Mark Hoptroff**  
Director



**Mike Mortimer**  
Director



**Jenny Hughes**  
Business Manager



March 2020

dg8 is a division of Icomera