



Modern Slavery Statement

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1. Introduction

This statement is published in accordance with the UK Modern Slavery Act 2015. It sets out the steps Delta Hat are taking to prevent slavery and human trafficking in any of our supply chains and in any part of our business. The statement has been approved by the companies' Board of Directors.

2. Our commitment to the principles of the Modern Slavery Act 2015

Delta Hat is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our employees.

3. Our supply chain

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

We continue to take our responsibility to prevent modern slavery and trafficking within our supply chain seriously.

4. Our policies in relation to the Modern Slavery Act 2015

The following principals, processes and policies are available to all employees via the company Handbook, How we Operate document, or as a stand-alone policy, accessed via the Delta Hat server:

- Code of conduct
- Ethics principals
- Whistleblowing policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection process

5. Due diligence processes

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. Where we use external agencies to provide contractors and employees, we ensure they are bound by stringent contractual obligations requiring them to support our objectives.

Delta Hat undertake initial due diligence before deciding whether to contract with clients and purchase with suppliers; this consists of an evaluation on their approach to risk, environmental sustainability, health and safety, modern slavery and safeguarding as well as a structured approach to ensure that high-risk supply chains and countries are identified and appropriately managed.

We expect our clients and suppliers to comply with all applicable laws, including the Modern Slavery Act 2015. Delta Hat reserves the right to terminate its agreements and arrangements with clients and suppliers who are found to be in breach of the Modern Slavery Act 2015.



6. Risk assessment and management

Delta Hat is committed to ensuring that through our management and operations we have the systems, policies and processes in place to identify any potential instances of exploitation and, if found, eradicate modern slavery in all its forms from our business and supply chain.

We are taking the appropriate steps to ensure that everyone who works for Delta Hat benefits from a working environment in which their fundamental human rights are respected and anyone that we do business with also upholds these principles.

7. Key performance indicators to measure effectiveness of steps being taken

Once an agreement, arrangement or supplier is secured, Delta Hat continue to monitor the internal and external arrangements to ensure all are continuing to adhere to the Modern Slavery Act 2015.

Should there be any concerns that are brought to our attention, Delta Hat reserves the right to request further documentation/evidence from our clients/suppliers to ensure full compliant to the Modern Slavery Act 2015.

8. Training on modern slavery and trafficking

Delta Hat will continue to embed the principles through providing awareness training to employees 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.

All employees involved in procurement and recruitment receive advanced training on modern slavery and are aware of and follow modern slavery procurement guidance on GOV.UK and ethical employment practices.

9. Review of the Modern Slavery Statement

This statement will be reviewed and if necessary, updated annually.

10. Publishing of the Modern Slavery Statement

As part of Delta Hat's transparency with their Modern Slavery Statement, Delta Hat have published their statement voluntarily on the UK Government register found at <https://modern-slavery-statement-registry.service.gov.uk/>. In addition, the statement is readily available publically on the Delta Hat website <https://deltahat.com>.