

DMC Licensing Pty Ltd – Modern Slavery Policy

DMC Sport is committed to preventing and eradicating all forms of modern slavery in our operations and supply chains. We recognise our responsibility to respect human rights and to ensure that we do not contribute to or benefit from any form of forced labour, human trafficking, or other forms of exploitation. We are committed to complying with all relevant laws and regulations relating to modern slavery, including the Modern Slavery Act (2018) in Australia and the UK Modern Slavery Act (2015).

Scope

This policy applies to all employees, contractors, suppliers, and partners of DMC Sport in Australia, and all other jurisdictions we operate in as a business.

Definitions

For the purpose of this policy, modern slavery is defined as any conduct that constitutes an offence under the Modern Slavery Act 2018, including:

- Forced labour
- Debt bondage
- Human trafficking
- Child labour
- Slavery-like practices

Responsibilities

- DMC Sport's Senior Management team is responsible for implementing and monitoring this policy, including ensuring that all employees and contractors are aware of their responsibilities under this policy.
- All employees and contractors are responsible for complying with this policy and reporting any concerns or suspicions of modern slavery to their supervisor or DMC Sport's Senior Management team.
- All suppliers and partners of DMC Sport are required to comply with this policy and demonstrate their commitment to preventing and eradicating modern slavery in their operations and supply chains.

Due Diligence

DMC Sport is committed to conducting due diligence to identify and mitigate the risk of modern slavery in our operations and supply chains. This includes:

- Conducting regular risk assessments to identify areas of potential risk of modern slavery.
- Ensuring that our suppliers and partners comply with this policy and have adequate policies and procedures in place to prevent and detect modern slavery in their operations and supply chains.
- Providing training to employees and contractors to identify and report potential instances of modern slavery.

Reporting Mechanisms

All employees and contractors are encouraged to report any concerns or suspicions of modern slavery to their supervisor or DMC Sport's Senior Management team. We have established a mechanism for reporting potential instances of modern slavery, which can be accessed through our whistleblowing policy.

Review

This policy will be reviewed annually to ensure its ongoing relevance and effectiveness in preventing and eradicating modern slavery.

Communication

This policy will be communicated to all employees, contractors, suppliers, and partners of DMC Sport. We will also provide training to employees and contractors to ensure that they understand their responsibilities under this policy and how to identify and report potential instances of modern slavery.

Conclusion

DMC Sport is committed to preventing and eradicating modern slavery in our operations and supply chains. We recognise that we have a responsibility to respect human rights and to ensure that we do not contribute to or benefit from any form of forced labour, human trafficking, or other forms of exploitation. We will continue to take all necessary steps to prevent and detect modern slavery in our operations and supply chains and to ensure that we comply with all relevant laws and regulations relating to modern slavery.