



## **Elite Dental Restorations: Upholding Human Dignity, Ensuring Ethical Integrity. Modern Slavery Policy**

### **1. Purpose**

Elite Dental Restorations Ltd (EDR) is committed to combating modern slavery, human trafficking, forced labor, and exploitation in all forms. This policy outlines our zero-tolerance approach to modern slavery and the steps we take to ensure that our operations and supply chains remain free from such practices, in compliance with the Modern Slavery Act 2015.

### **2. Scope**

This policy applies to all employees, contractors, suppliers, and business partners engaged with Elite Dental Restorations Ltd. It covers all aspects of our operations, including procurement, distribution, and partnerships.

### **3. Definitions**

**Modern Slavery:** Practices involving forced labor, human trafficking, child labor, and other forms of coercion or exploitation where individuals are deprived of their freedom.

**Supply Chain:** The network of suppliers and partners involved in providing goods and services to EDR.

### **4. Policy Statement**

- EDR has zero tolerance for modern slavery in any form.
- We are committed to ensuring that our supply chains and business operations uphold the highest standards of ethics and transparency.
- All employees, contractors, and suppliers are required to adhere to this policy and report any concerns regarding potential modern slavery practices.

### **5. Responsibilities**

#### **5.1 Management Responsibilities:**

- Lead by example in promoting ethical practices.
- Ensure that appropriate systems and procedures are in place to detect and prevent modern slavery in EDR's operations and supply chains.
- Conduct regular risk assessments and audits of suppliers and partners.

#### **5.2 Employee Responsibilities:**

- Be vigilant for signs of modern slavery within the workplace and supply chain.
- Report any concerns or suspicions of modern slavery to the designated Compliance Officer.

- Participate in training and awareness programs related to modern slavery and ethical practices.

### **5.3 Supplier and Partner Responsibilities:**

- Comply with EDR's Modern Slavery Policy and demonstrate a commitment to eradicating modern slavery in their operations.
- Allow audits and assessments to verify compliance with this policy.
- Notify EDR immediately if any instance of modern slavery is identified or suspected.

## **6. Implementation**

### **6.1 Risk Assessment and Due Diligence:**

- Conduct thorough due diligence on suppliers and partners to assess the risk of modern slavery.
- Focus on high-risk areas, such as low-wage labor markets or industries with known exploitation risks.
- Require suppliers to sign a Supplier Code of Conduct affirming their compliance with anti-slavery practices.

### **6.2 Training and Awareness:**

- Provide training to all employees on modern slavery, its signs, and reporting mechanisms.
- Raise awareness among suppliers and partners about the importance of combating modern slavery.

### **6.3 Auditing and Monitoring:**

- Conduct regular audits and assessments of suppliers, particularly in high-risk areas.
- Review supplier contracts and practices to ensure compliance with EDR's ethical standards.

### **6.4 Reporting Mechanisms:**

- Establish a confidential whistleblowing system for employees and third parties to report concerns about modern slavery.
- Ensure all reports are investigated promptly and actions are taken where necessary.

## **7. Key Commitments**

- Ensure fair and lawful employment practices across all operations.
- Support workers' rights and promote equality and inclusivity within the workplace.
- Take corrective action, including terminating contracts, if modern slavery is identified in the supply chain.

## **8. Monitoring and Review**

- This policy will be reviewed annually or as required by changes in legislation or business operations.

- EDR will publish a Modern Slavery Statement annually, detailing the actions taken to combat modern slavery.

### **9. Commitment**

Elite Dental Restorations Ltd is dedicated to upholding human rights and fostering an ethical and sustainable business environment. By actively combating modern slavery, we aim to protect the dignity and rights of all individuals involved in our operations and supply chains.

**Signed:**



**Cyrus Loghmani.**  
**Managing Director.**  
**Elite Dental Restorations Ltd.**

**Date: 21<sup>st</sup> January 2024.**