

DEEP SEA ELECTRONICS LTD

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Deep Sea Electronics Limited (DSE)

Modern Slavery Statement for financial year ending 2025

(Produced within 6 months of DSEs financial year-end)

Introduction

DSE is resolute in supporting the principles of the Modern Slavery Act 2015 and are committed to mitigating the risk of modern slavery and human trafficking throughout our business and supply chains. We believe in ethical practices and strive to uphold human rights in everything we do. 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. We want them all to feel confident that they can expose wrong doing without any risk to themselves.

Governance

Senior DSE management have overall accountability for the Modern Slavery Statement, and are accountable for ensuring that our compliance frameworks are fit for purpose, are operating effectively, and are supported by suitable risk assessment processes. We have clear governance, responsibilities, and accountabilities for the implementation of our policies. This helps ensure we are meeting and exceeding our responsibilities as a business, and the requirements of the Modern Slavery Act 2015.

Our Business

DSE has been designing and delivering industry leading engine and generator control solutions, vehicle and off-highway control solutions, automatic transfer switch control solutions and commercial battery charger solutions since 1975. Based in the UK DSE employs over 200 people across four continents, with all products being manufactured on-site at Hunmanby in its state-of-the-art premises in North Yorkshire. There is also an additional design office located in Mansfield. The company's UK operation is supported by offices in North America, Dubai and India and an extensive network of sales and support staff across the globe. We sell our products to 150 countries direct from our UK head office and through our comprehensive distributor network.



200+ Employees



1 Head Office (Hunmanby)



2 Operational Sites
(Hunmanby & Mansfield)



Supplying 150+ Countries

Commitments

DSE's Supplier Code of Conduct and this Modern Slavery statement, which 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.

Our commitments are set out in policies and the Supplier Code of Conduct which guide the recruitment and behaviour of our colleagues, our sourcing of products and services and our relationships with, and expectations of, suppliers and partners.

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 and also oblige our suppliers to carry out due diligence checks to ensure that modern slavery is not occurring in further tiers down their own supply chains.

An overview of our supply chains

Our procurement activities take place globally. DSE actively manages the sourcing of materials and components from reliable, well-established suppliers. We have a global supply chain consisting of direct suppliers and several key component distributors (collectively our 'suppliers'). DSE is committed to building long-term sustainable relationships with our suppliers to minimise the turnover of trusted business partners. Overall we have 350+ suppliers of Goods for Resale and Goods Not for Resale. (GFR and GNFR) predominantly based in Europe, and North America and Asia. Of these suppliers, 125 are in emerging markets.



350+ Suppliers (GFR & GNFR)



125 Suppliers in emerging markets

Policies

We have implemented comprehensive policies and processes for our own operations and supply chain, to ensure we conduct our business in a responsible manner, including aspects of modern slavery, forced labour and exploitation. Our policies ensure that we have the adequate controls in place to manage and monitor ethical compliance. Policies are reviewed and updated as required, to ensure they are fit for purpose, in line with relevant laws and regulations, align with international standards, best practice and stakeholder expectations. The operations director has overall accountability for approving these policies as part of our governance processes. DSE policies are available to all employees through our internal system, PeopleHR.

We promote ethical behaviour in our supply chain through several detailed policies which ensures our suppliers understand our expectations around ways of working, labour rights and environmental matters in the supply chain. Our internal system, PeopleHR, communicates DSE's values and expectations to our employees. Breaches of our policies or allegations of unethical conduct are taken extremely seriously. DSE operates a 'whistleblowing' policy, which details the confidential and anonymous reporting mechanism where individuals can raise any concerns regarding improper issues, unethical conduct, including modern slavery.

Continual Improvement

We strive to continually improve our processes and will continue to report our progress in an open and transparent way. Customers increasingly want a more transparent profile of their purchases and to what they are contributing. We have joined the Supply Chain Sustainability School (SCSS) where we are able to access to their virtual learning platform which includes modern slavery, sustainable procurement as well as social value. The learning covers the three core pillars of Sustainability – Environmental, Social and Economic – looking at key issues ranging from carbon management through to combatting modern slavery. They also offer training on key topics, including Fairness, Inclusion & Respect, People, and Procurement. All directors and senior managers have previously received training in the awareness and prevention of modern slavery in all its forms. This training will be refreshed again in 2026 via the Supply Chain Sustainability School (SCSS).

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. With this in mind we have introduced a Supplier Self-Assessment Questionnaire (SAQ) which will be fully functioning in 2026. This SAQ covers various topics including Human Rights, Ethics, and Sustainability.

Due Diligence Processes & Assessment of Risk

All suppliers undertake a rigorous onboarding process prior to engagement which includes the acceptance of DSE Standard Purchasing Terms & Conditions as well as our Supplier Code of Conduct. All new suppliers are also subject to a new supplier audit

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.

DSE has improved its supplier performance monitoring, introducing a significantly more detailed scorecard, which is reviewed with suppliers regularly. 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'.

This statement has been published in accordance with section 54, of the Modern Slavery Act 2015 .



Mike Pennock
Operations Director, Deep Sea Electronics

