



DT Global

CAPABILITIES STATEMENT

Human Rights and Modern Slavery

DT Global has deep expertise in human rights and modern slavery services, supported by our global presence, proven track record, and commitment to creating sustainable, rights-compatible solutions for our clients.

DT Global brings decades of experience in human rights risk management across high-risk sectors, supporting leading organizations to identify, mitigate, and address modern slavery, unsafe labor practices, and systemic social challenges.

Our deep expertise in the mining and critical minerals sector—where complex, multi-tier supply chains and vulnerable labor forces create acute social and environmental risks—has honed proven methodologies

that we now readily apply for other industries such as in agricultural contexts, where dispersed production sites, seasonal or informal labor, and ecosystem pressures create similar vulnerabilities.

Not only is addressing these human rights challenges foundational to protecting legal standing, market access, and brand reputation, addressing them is also crucial to achieving resilient environmental goals.

Why We Provide Human Rights Services

Modern slavery may not be the most ‘visible’ supply chain issue, but many companies operating at the global level will interface with it in some way. In addition to the moral imperative of addressing this topic, modern slavery represents a significant business risk – legal, reputational, compliance and social license to operate. Businesses are increasingly aware that they need to meet obligations such as modern slavery compliance and other shifts in a rapidly changing and uncertain global environment.

There are strong and valid business drivers for ensuring that Modern Slavery and Human Rights challenges are assessed and managed. Operating under growing

government and public pressure around the protection of Human Rights throughout supply chains, businesses must proactively plan around regulatory obligations and consumer expectations.

With increasing demands for transparency and accountability, failure to incorporate necessary protections inevitably leads to risks of litigation, impacted performance, and loss of market share. This often goes beyond compliance, with companies needing to demonstrate how Human Rights are central to their identity, with the necessary procedures and commitment to identify, mitigate, and address potential and actual violations.

As a participant in the UN Global Compact and recognized thought leader in responsible business practices, DT Global is committed to supporting organizations move beyond traditional approaches to Modern Slavery and Human Rights risk management. We guide clients across a maturity and ambition continuum—from basic compliance through strategic risk management to implementation of purpose-driven initiatives that create longer-term shared value at a systems level, ultimately serving as a source of competitive advantage.

Our experience shows that modern slavery and human rights challenges fall into four interconnected areas that organizations must navigate.

Supply Chain Compliance: Inadequate labor safeguards create litigation risks, supply chain fragility, and operational disruption. Global organizations depend on partners who often lack capacity for effective compliance, requiring targeted support to prevent issues such as unsafe conditions, child labor exploitation, and discrimination.

Community & Stakeholder Relations: Poor community engagement leads to conflict, operational disruption, and supply chain instability. Marginalized groups deserve meaningful participation, employment opportunities, and grievance mechanisms, while inadequate consultation creates lasting reputational and operational risks.

Security & Operational Integrity: Untrained personnel and inadequate human rights integration create significant asset and safety risks. Inappropriate actions by corporate staff, contractors/service providers, or suppliers result in violations, asset damage, employee injury, and escalated operational costs.

Regulatory & Reputational Exposure: Rising consumer expectations, evolving government regulations aligned with international standards, and active NGO campaigns create unprecedented accountability pressures. Companies failing to demonstrate human rights protection face boycotts, regulatory penalties, and sustained reputational damage.

Who We Are

With more than 2,000 employees working across a wide range of sectors and technical areas in over 100 countries, DT Global is one of the world's largest international development businesses. Built on over 60 years' experience, we are pioneering a new way of doing development through our innovative structure, owned by a charitable

trust with a foundational commitment to profit for purpose. Our global presence in emerging and frontier markets, combined with deep technical expertise and commitment to the UN Global Compact, positions us as the ideal partner for organizations navigating complex human rights challenges while building sustainable, profitable operations.





What We Do: Our Services

DT Global provides a portfolio of service offerings that are contextualized to meet client needs.

Assessment Services	Strategic Advisory	Delivery Services	Monitoring, Reporting & Verification
• Human Rights Impact Assessments using leading practice tools and international standards • Modern slavery and human rights risk assessments • Supply chain due diligence and compliance assessments • Documented periodic audits of human rights performance across operations • Supplier maturity assessments and industry benchmarking	• Modern slavery strategy development and compliance planning • Development of modern slavery statements meeting all mandatory criteria • Preparation of company human rights standards and guidelines aligned with international frameworks • Integration of modern slavery indicators within investment and operational processes • Partnership and program development for integrated human rights initiatives • Supply chain and internal stakeholder engagement strategies	• Multi-language training and capacity building programs for all organizational levels (management, workers, Board) • Design and implementation of rights- compatible remedy mechanisms • Supplier capacity building and compliance support programs • Community consultation and engagement • Grievance mechanism integration	• Development of modern slavery reporting frameworks and compliance monitoring systems • Effectiveness assessment of remediation activities and continuous improvement mechanisms • Data analysis and visualization tools for human rights performance tracking • Third-party data integration, verification, and quality control processes • Business value articulation for shareholder and investor reporting

Our Approach

At the core of our work is a belief that there are no ‘one size fits all’ solutions to Modern Slavery and Human Rights risks. Every client’s context, ambition, and operating environment are unique, and our services are designed to reflect this. We offer a bespoke, tiered approach that supports clients along a maturity continuum—from meeting immediate compliance obligations to embedding human rights and modern slavery considerations into core strategy and purpose.

Our three-tier service framework begins with Compliance, helping clients meet regulatory requirements through foundational elements such as modern slavery awareness

training, baseline risk assessments, governance controls, and board-approved statements and policies. We then support organizations in advancing Risk Management, where we work to integrate a deeper human rights lens into investment due diligence, corporate engagement, remediation planning, supply chain sustainability, and multi-actor collaboration. For organizations seeking to lead, our Purpose Driven tier embeds these principles into corporate strategy and long-term value creation—leveraging systems-level collaboration, sustainable supply chain practices, and deep-dive field investigations.

Three-Tier Service Framework

1. Compliance	2. Risk Management	3. Purpose Driven
Meeting immediate regulatory requirements	Extending beyond compliance	Creating long-term value
• Modern slavery awareness and governance controls • Risk assessments and compliance frameworks • Board-approved statements and policies • Basic remediation and grievance mechanisms	• Enhanced Human Rights and Environmental Due Diligence (HREDD) • Integrated human rights and social impact measurement and monitoring • Strategic corporate engagement programs • Effectiveness assessment and continuous improvement	• Integration with corporate purpose and strategy • Systems-level collaboration and partnerships • Shared value creation and competitive advantage • Localized and deep emerging markets implementation
Outcome: The basics are in place to meet compliance obligations	Outcome: Risks are well managed; investment and shareholder value is protected	Outcome: Broader stakeholder value is being created; long term resilience and value creation
Maturity Progression: Basic Compliance → Progressing → Advanced → Strategic → Leading		



Relevant Past Experience

Modern Slavery and Supply Chain Risk Assessment

Technology Sector: Assessment of cobalt supply chains in Democratic Republic of Congo for electric vehicle battery investments.

Infrastructure Sector: Evaluation of deceptive recruiting practices in Indonesian government-backed infrastructure projects.

Mining & Metals Sector: Supplier risk assessment, due diligence assessment and risk management framework for global mining company operating in Indonesia. Working with relevant stakeholders, we promoted collective responsibility throughout the local and international supply chain to identify, mitigate, and address vulnerabilities in supply chains and for improving oversight and performance.

Human Rights Impact Assessments

Mining & Metals Sector: Comprehensive Human Rights Impact Assessment using IFC guidelines for Philippines mining project, identifying key issues and developing action plans.

Food Sector: Conducted a sugar supplier Human Rights and Environmental Due Diligence (HREDD) maturity assessment for the North American business unit of a global snack company.

Training & Capacity Building

Multi-language Training Delivery: Designed and delivered tailor-made courses for managers, superintendents and workers of Indonesian mining company. The training focused on getting project staff and contractors fluent in Human Rights in order for them to respect and uphold those rights and to identify and report breaches when they see or experience them.

Remedy Mechanism Implementation

Remediation Framework: Landmark survivor-centered remedy mechanism in Papua New Guinea addressing sexual violence, providing remedy to 120 women.

Preparation of in-company Human Rights Standards & Guidelines

Social Strategy Development: Worked with company corporate and operational staff to prepare and position in-house social standards and guidelines.

Business Partnerships

DT Global promoted the use of better business practices and partnerships along local supply chains in Kenya, South Africa and Bangladesh by developing relationships with large-scale, multinational chains, including TESCO, Marks & Spencer, and Waitrose.

