



Anti-Slavery Policy Statement

This statement sets out our zero tolerance of any form of modern slavery and human trafficking in our operations and applies to all persons working for us or on our behalf, including employees, agency workers, seconded workers, contractors and suppliers.

Company Activity, Structure and Supply Chains

Dennis Maps Ltd operates on one site only at Unit 2, Grove Lane, Frome, Somerset, BA11 4AT.

Dennis Maps Ltd is a wholly owned subsidiary of Ordnance Survey Limited.

As of **1st January 2026**, there are 25 employees and the company recognises Unite the Union for the purposes of collective consultation and negotiations.

Dennis Maps Ltd provides specialised and bespoke large format printing and finishing, including paper maps and charts, together with associated activities and services.

This policy is made in reference to section 54 of the Modern Slavery Act 2015 and sets out the steps that Dennis Maps Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Dennis Maps Ltd has a turnover less than the amount of £36 million as prescribed by regulations made by the Secretary of State to require an anti-slavery policy but consider that the creation of an anti-slavery policy demonstrates our commitment to understanding modern slavery risks and ensuring that there is no modern slavery in our own business and supply chains.

This policy covers all individuals associated with the company, in any role or capacity. It is not part of an employment contract and may be changed by the company at its discretion.

Our Policies

We hold internal and external policies to ensure that we conduct business in an ethical and transparent manner. These include:

- Whistleblowing Policy – made available to all staff ensuring knowledge regarding raising concerns
- Ethical Procurement Policy
- Corporate Responsibility Policy
- Dennis Maps Ltd employment policies

Dennis Maps Ltd operates a supplier policy and maintains a preferred supplier list which is reviewed annually. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that a particular organisation has never been convicted of offences

relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees must notify their managers or the managing director as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future. They are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business, or supply chains of any supplier tier at the earliest possible stage.

If employees believe or suspect a breach of this policy has occurred or that it may occur, they must notify their manager or report it in accordance with our Whistleblowing Policy as soon as possible. If they are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, then they must raise it with their manager or the managing director.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If employees believe that they have suffered any such treatment, they should inform the office manager immediately. If the matter is not remedied, and you are an employee, it should be raised formally using our Grievance Procedure.

Risk Management and Due Diligence Processes

We have undertaken an initial high-level risk assessment of our contracts, identifying where supply chains extend into sectors and territories that are high risk in terms of the potential presence of slavery and human trafficking. Dennis Maps Ltd will ask suppliers identified as high risk to provide assurances that they have undertaken appropriate due diligence in ensuring that there is no slavery or human trafficking within the supply chains.

We expect our suppliers and other companies we engage with to ensure their goods, materials and labour-related supply chains are:

- Fully compliant with the Modern Slavery Act 2015.
- Transparent, accountable and auditable.
- Free from ethical ambiguities.

Synthetic material, paper and board are the biggest resources that Dennis Maps Ltd consumes, which we source from several suppliers and paper mills in Europe. The paper supply chain is well regulated through certification schemes such as FSC.

Our commitment to only buy paper and board that comes from FSC certified sources allows us to feel reassured about the absence of modern slavery in the supply chain of our paper and coverboard and is why we are proud to be an FSC certified organisation ourselves and support our FSC certified suppliers.

Dennis Maps Ltd will identify and assess potential risk areas in our supply chains and will:

- Conduct risk assessments to determine which parts of the business are most at risk from modern slavery and human trafficking,
- Build long standing relationships with local suppliers where possible.
- With regards to international supply chains, ensure that our point of contact is with a UK company or office wherever possible.

Training

Employees must ensure that they read, understand and comply with this policy.

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our 2024/2025 Performance Indicators

There are **No recorded instances** of modern slavery within Dennis Maps Ltd and/or its supply chain, and no related corrective action has been necessary.

We have had **Zero** reports in the year 2024/25 indicating that modern slavery practices have been identified in our business or its supply chain.

We have received **Zero** complaints of modern slavery practices in the year 2024/25 via our grievance and whistleblowing mechanisms.

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Dennis Maps Ltd's slavery and human trafficking statement for the financial year ending 31 March 2025.

This statement was approved by the Board of Directors in February 2026 and is signed by Stephen Burry, Managing Director.

DENNIS MAPS LIMITED

A handwritten signature in black ink, appearing to read 'S. Burry', with a stylized flourish at the end.

Signature:

Name: Stephen Burry

Position: Managing Director

Date: 23RD February 2026