

Modern Slavery Policy

Diseño e Innovaciones FERIALES, S.L.

1. Introduction

Diseño e Innovaciones FERIALES, S.L. ("Difer – Event Crafting") is committed to ensuring that modern slavery and human trafficking have no place within our business or supply chain. We recognize our responsibility to uphold ethical labor practices and take steps to mitigate the risk of modern slavery in all our operations.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners involved in the design, manufacturing, and assembly of exhibition stands and related services.

3. Our commitment

Difer – Event Crafting is dedicated to:

- Ensuring that employment is freely chosen and that no forced, bonded, or involuntary labour is used.
- Prohibiting child labour and ensuring all employees meet the minimum legal working age.
- Providing fair wages, working conditions, and working hours in compliance with national labour laws.
- Respecting freedom of association and the right to collective bargaining.
- Encouraging transparency and accountability in our supply chain to prevent exploitation.

4. Supply chain due diligence

We conduct due diligence on our suppliers and contractors to ensure compliance with ethical labour standards. This includes:

- Requiring suppliers to agree to our ethical sourcing and labour policies.
- Encouraging reporting of unethical practices within our supply chain.

5. Employee responsibilities

All employees are expected to:

- Comply with this policy and report any suspected instances of modern slavery or human trafficking.
- Work only with suppliers and subcontractors that align with our ethical labour standards.
- Participate in training sessions on ethical labour practices, where applicable.

6. Reporting concerns

Employees, suppliers, and other stakeholders are encouraged to report any concerns regarding modern slavery or unethical labour practices. Reports can be made confidentially through our designated reporting channels.

7. Continuous improvement

We are committed to reviewing and improving our policies and practices to combat modern slavery. This policy will be reviewed annually to ensure its effectiveness and compliance with evolving legal and ethical standards.

8. Approval and review

This policy has been approved by the Difer – Event Crafting’s management and will be reviewed regularly to ensure ongoing relevance and effectiveness.

Policy Review

This policy will be reviewed annually to ensure alignment with evolving sustainability standards, stakeholder expectations, and industry best practices.

Signatory

This policy is endorsed by:

Johannes Siems

Founding Partner & CSO

21/03/2025



Availability

This policy is accessible to all employees, customers, suppliers, and the public. It is available on our website and may be sent to the interested parties by email.