

MODERN SLAVERY POLICY 2026

Diseño e Innovaciones FERIALES, S.L.

1. Introduction & Commitment

Diseño e Innovaciones FERIALES, S.L. ("Difer - Event Crafting") maintains a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and to implementing systems to ensure slavery is not taking place anywhere in our own business or in any of our supply chains. This policy aligns with the principles of the Modern Slavery Act 2015.

2. Scope

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

3. Supply Chain Management & Expectations

We expect our suppliers to hold their own suppliers to the same high standards. As part of our due diligence process, we:

- Require suppliers to agree to our ethical sourcing and labor standards.
- Prioritize working with partners who demonstrate transparency in their recruitment and labor practices.
- Assess the risk of modern slavery in our supply chain annually to ensure compliance.

4. Actions Taken & Awareness

To mitigate risks, Difer has implemented the following:

- **Verification of Employment:** We ensure that employment is freely chosen and that no forced or involuntary labor is used.
- **Fair Compensation:** We provide fair wages and working conditions in compliance with national labor laws.
- **Staff Training:** All staff are briefed on how to identify signs of exploitation in the workplace and within the supply chain.

5. Future Goals & KPIs (2026-2027)

For the current period, our targets are:

- **100% Compliance:** Ensure all new primary suppliers sign our Sustainability and Ethics Agreement.
- **Monitoring:** Conduct at least two random site-checks per year during stand assembly to verify labor conditions.
- **Reporting:** Maintain a confidential channel for stakeholders to report any unethical practices.

6. Policy Review & Endorsement

This policy will be reviewed annually to ensure its effectiveness and alignment with evolving legal standards.

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

Signed: 

Name: Johannes Siems

Position: Founding Partner & CSO

Date: February, 2026