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Approved By: PROPRIETOR Dot. Next



Modern Slavery & Human Trafficking Policy

1. Purpose

Dot Next is committed to maintaining the highest standards of ethical conduct and corporate responsibility. This policy establishes our **zero-tolerance approach** to modern slavery, bonded labour, child labour, and human trafficking within our business operations, supply chain, and partnerships.

The purpose of this policy is to:

- Ensure strict compliance with Indian labour laws and international standards.
- Provide assurance to our clients, employees, and vendor partners that Dot Next operates ethically and responsibly.
- Align with global procurement and vendor registration requirements.

2. Scope

This policy applies to:

- All employees of Dot Next (permanent, temporary, contractual staff, and interns).
- Vendors, contractors, consultants, and business partners associated with Dot Next.
- Operations of Dot Next in India and any international engagements.

3. Policy Statement

Dot Next strictly prohibits:

- Use of forced, bonded, or involuntary labour.
- Employment of children below the legal working age as defined under Indian law and international conventions.

- Human trafficking, coercion, or exploitation in any form.
- Any engagement with third parties known to be involved in such practices.

Dot Next is committed to:

- Conducting due diligence in supply chain management.
- Performing vendor compliance checks prior to onboarding.
- Providing awareness and training to employees and contractors.
- Ensuring transparent reporting and remediation mechanisms.

4. Compliance & Legal Framework

This policy is aligned with the following legal frameworks:

Indian Laws:

- Child & Adolescent Labour (Prohibition and Regulation) Act, 1986 (amended 2016).
- Bonded Labour System (Abolition) Act, 1976.
- Contract Labour (Regulation & Abolition) Act, 1970.
- Indian Penal Code provisions relating to human trafficking.

International Standards:

- United Nations Guiding Principles on Business & Human Rights.
- International Labour Organization (ILO) Conventions on Forced Labour.
- UK Modern Slavery Act 2015 (where relevant to international business/vendor registration).

5. Implementation Measures

Dot Next will:

- Conduct thorough vendor and supplier due diligence and require written confirmation of compliance.
- Ensure employment practices uphold fair wages, equal opportunities, and safe working conditions.
- Incorporate anti-slavery and human trafficking clauses into vendor and client contracts.
- Provide employees with a confidential whistleblowing channel to report violations.
- Undertake periodic monitoring and an **annual review** of compliance with this policy.

6. Reporting Mechanism

Employees, vendors, or partners may report any suspected violation through the following channels:

- **Confidential Email:** contact@dot-next.in

All reports will be investigated promptly, confidentially, and appropriate remedial or disciplinary action will be taken.

7. Roles & Responsibilities

Role	Responsibility
Proprietor	Approves the policy, ensures overall compliance, sets culture of integrity.
Engagement Partner	Supports implementation of the policy, handles day-to-day compliance oversight Vendor/employee screening, training, awareness sessions, and record maintenance.
Employees/Contractors	Comply with this policy, report violations, and maintain ethical conduct.
Vendors/Partners	Adhere to Dot Next's ethical standards and contractual anti-slavery obligations.

8. Review & Updates

- This policy will be reviewed **annually** or earlier if required due to legal or business changes.
- Updated versions will be issued with revised version numbers and approval control.

9. Document Control

Version	Date	Prepared By	Reviewed By	Approved By	Changes / Remarks
1.0	01.04.2023	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Initial Release
2.0	01.04.2024	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Annual Review – Minor Edits
3.0	01.04.2025	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Annual Review – Role & Responsibilities Edits

Signed: *Ajit Hogade*
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 DOT NEXT TECHNOLOGIES
 Date: 01.04.2025