



Meet DWIGHT Modern Slavery and Human Trafficking Statement

1.1 Senior Management Statement

At Chat Automation Limited – here referred to by our trading name: meet DWIGHT – we care deeply about how we conduct ourselves as a business (see [Corporate Social Responsibility](#)). We now want to expand our focus to modern slavery and are dedicated to preventing modern slavery and human trafficking from taking place within our business and supply chain and we place the same expectation on our suppliers.

“At meet DWIGHT, we believe that how you run a business matters just as much as what your business does. That’s why our modern slavery statement isn’t just a legal formality. It’s a reflection of something we genuinely care about.

Our broader CSR work tells you something about who we are as a company. We fund meals for people who can’t afford to eat. We support charities working to protect children from trafficking. We show up in the communities around our offices. None of that is about optics. It’s because the team here genuinely believes there is more to life than just running a business.

Modern slavery is one of the most serious human rights issues of our time, and it doesn’t only happen somewhere else. It can exist in supply chains, in labour markets and in the industries we touch every day. Staying alert to that, and acting on it, is the least we can do.”

Dries De Coster, CEO and Founder, meet DWIGHT

1.2 Organisational Structure and Supply Chains

Meet DWIGHT is a UK limited company, with offices in Chelmsford, Essex in the UK and Pompano Beach in Florida, USA, employing 10 staff focused on operations and sales activities.

Our core business is providing robotic process automation (RPA) solutions, helping clients automate back-office processes. We primarily serve recruitment firms and umbrella companies and are expanding into healthcare. The following weblink provides more information regarding the nature of our business: [www.meet DWIGHT.com](http://www.meetDWIGHT.com).

Supply Chain Overview:

- **India development & support partner (high-risk supplier):** 30+ staff dedicated to our business.
- **IT support partner (Tier 1 supplier):** UK-based, critical operational support.
- **Other suppliers:** marketing providers and software platforms (e.g. HubSpot, Monday.com, etc), considered low-risk.

1.3 Policies Relating to Slavery and Human Trafficking

Currently, meet DWIGHT has:

- Grievance, reporting and whistleblowing policies (supported by our HR partner)

We are developing a Modern Slavery Policy, which will be shared with all staff in the Company Handbook and communicated to suppliers.



We ensure our key suppliers are aware of our policies and encourage them to adopt the same high standards.

1.4 Due Diligence Processes Relating to Slavery and Human Trafficking

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures:

- Conduct 6-monthly due diligence reviews for Tier 1 suppliers
- Integrate modern slavery checks into supplier questionnaires
- Maintain weekly operational engagement with key suppliers
- Carry out regular in-person visits by senior management (with our development partner)

These activities are supported by our Supplier Assessment Methodology and Supplier Control Monitoring Procedure.

Our processes aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chains
- Scrutinise any identified areas of risk within our business and supply chains
- Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains
- Provide support and protection from detriment or disadvantage to any person, who in the public interest, raises genuine concerns amounting to a protected disclosure.

1.5 Risk and Compliance

Our organisation regularly evaluates the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring. This includes consideration of:

- Geographic location
- Nature of services provided
- Workforce structure
- Availability of supplier policies or public statements

Suppliers are categorised as:

- High risk: India development partner
- Medium/low risk: UK IT, marketing and software providers

We do consider that elements of our supply chain operate in higher-risk locations, where modern slavery risk may be more prevalent. However, the IT and professional services sectors are generally lower risk.

Risks are identified through supplier assessments, ongoing engagement and due diligence reviews. Where risk are identified, we take action by:

- Strengthening contractual controls
- Increasing oversight and engagement
- Escalating concerns where necessary
- Terminating relationships in cases of serious non-compliance



We adopt a zero-tolerance approach across our organisation and supply chains.

1.6 Success and Effectiveness of Our Processes

Below is a list of the performance indicators used by our organisation to measure how successful we have been in safeguarding against slavery and human trafficking in our business or supply chains:

We monitor:

- Completion of staff training.
- Supplier participation in due diligence processes.
- Monitoring of whistleblowing or grievance reports.

Outcomes are reviewed annually to continuously improve our approach.

1.7 Training

We ensure all employees are aware of the risks of modern slavery and human trafficking in our business and supply chains. Detailed below are examples of the training programmes we have in place to enable our employees to identify and report any potential breaches of the organisations anti-slavery and human trafficking policies:

All staff complete modern slavery training, integrated into our Health & Safety training programme. The new Modern Slavery Policy will be included in the company Handbook.

Training will continue to evolve as our business grows.

1.8 Further Actions, Approval and Endorsement

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Implement the formal Modern Slavery Policy
- Continue strong oversight of high-risk suppliers, integrating modern slavery checkups into ongoing monitoring.
- Expanding awareness across staff and suppliers
- Review and report progress in next year's statement.

1.9 Approval and Signature

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes meet DWIGHT's slavery and human trafficking statement for the financial year ending on 31 December 2025 and approved by the Board of Directors.

Signed on behalf of the Board:

Dries De Coster

Name:

Title:

Date:

Chief Executive Officer

27 April 2026