



Modern Slavery Statement

For the financial year ending 31 December 2025

Introduction and Statement of Commitment

DAI is committed to preventing modern slavery and human trafficking in all its forms. We recognize our responsibility to respect human rights and are committed to transparency in our operations and supply chain. This statement is made pursuant to Section 54(1) of the United Kingdom Modern Slavery Act 2015.

Our Organisation, Structure, and Supply Chains

Our business. DAI is an integrated professional services and advisory firm providing project design and delivery, management consulting, and financial services to companies, investors, and governments worldwide. DAI's global structure includes several operating companies, including DAI Global, LLC in the United States, DAI Global UK Ltd. and DAI Magister Ltd. in the United Kingdom, DAI Global Belgium SRL, and DAI Global Austria GmbH & Co KG.

Global footprint. DAI operates around the world, wherever our clients need us. In addition to the US, UK, Belgium, and Austria, DAI has employees and operations in several European nations (including Serbia, Bulgaria, and Turkiye) and manages projects on our clients' behalf in countries around the world.

Our supply chain. DAI sources professional services from locations around the world, including wherever we are doing work on our clients' behalf. We will only engage with vendors, suppliers, consultants, subcontractors, grantees, and clients who demonstrate a serious commitment to the health and safety of their workers and who operate in compliance with human rights laws.

Policies in Relation to Modern Slavery

DAI maintains a robust framework of policies to ensure we act ethically and with integrity. Chief among these policies is DAI's Code of Business Conduct and Ethics, which is available on dai.com. This applies to all employees, consultants, and partners worldwide, and encompasses our zero-tolerance stance on forced labor and trafficking and our support and encouragement for employees and suppliers to report concerns without fear of retaliation. DAI's vetting policies require mandatory due diligence on any third-party suppliers or partners.

Due Diligence, Risk Assessment, and Management

DAI implements a risk-based approach to due diligence. Our vetting of third-party suppliers and partners includes modern slavery screening, and we conduct desktop audits of high-priority global suppliers. All UK recruitment agencies are audited for compliance with UK laws. DAI recognizes that risk is dynamic, and we apply more scrutiny and stricter safeguards in higher risk areas (whether geographic areas, specific sectors or industries, or on projects involving vulnerable populations such as women or children). Where DAI operates in jurisdictions with differing legal standards, we maintain the higher of the local or international standard regarding worker protections.

Training and Capacity Building

All DAI team members are required to review and understand our Code of Business Conduct and Ethics and to become knowledgeable regarding identifying and reporting risks of slavery and human trafficking. DAI requires all team members to attend annual ethics training. Further, DAI strives to build partners' capacity to recognize and respond to all forms of slavery. In the financial year ending 31 December 2025, 100% of DAI's eligible global workforce completed the company's annual ethics training.

Effectiveness and Enforcement

DAI's primary governing body is its Board of Managers, which oversees the company's global ethics program. Most board members are external, exercising independent and objective perspective on ethics issues, including those related to modern slavery or human trafficking. Further, DAI's management team ensures that all team members are trained and meet the standards laid out in DAI's Code of Business Conduct and Ethics, and also monitors for risks related to slavery and human trafficking, whether directly in DAI's work or in its supply chain.

Approval and Signature

This statement has been approved by both the DAI Global, LLC Board of Managers and by the Directors of DAI Global UK Ltd.



Helle Weeke
Secretary, DAI Global, LLC and DAI Global UK Ltd.

7 May 2026