

# MODERN SLAVERY STATEMENT

Organisation: Test TS Business

Membership No: UKRBA-2026-0003

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### 1. Introduction

This Modern Slavery Statement is made by Test TS Business in accordance with section 54 of the Modern Slavery Act 2015. This statement sets out the steps that our organisation has taken and continues to take to ensure that modern slavery and human trafficking do not occur within our business or supply chain.

Test TS Business is a professional services provider operating in the United Kingdom. We are committed to upholding the highest ethical standards in all our business operations and interactions. We recognise that modern slavery is a serious global issue that can manifest in various forms, including forced labour, servitude, debt bondage, and human trafficking. As a responsible business, we are committed to ensuring that we do not contribute to, nor are complicit in, any such practices.

Our commitment to preventing modern slavery is embedded in our organisational values and business practices. We have zero tolerance for modern slavery and human trafficking. All individuals within our organisation, including employees, workers, and those within our supply chain, have the right to work freely and without exploitation. We recognise our responsibility to act with integrity and to implement appropriate safeguards to prevent modern slavery.

This statement outlines our approach to identifying and mitigating risks of modern slavery within our business and supply chain. It demonstrates our commitment to transparency and accountability to our stakeholders, including our employees, clients, suppliers, and the broader community.

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## **2. Risk Assessment**

Test TS Business has conducted a comprehensive assessment of the risks of modern slavery within our business operations and supply chain. Given the nature of our operations as a professional services provider, certain risk areas require particular attention.

### **2.1 Business Operations and Workforce**

Our core business comprises the provision of professional services. Our direct workforce is relatively small and is based in the United Kingdom. Our employees are hired through formal recruitment processes and are subject to comprehensive onboarding procedures. All employment contracts clearly set out terms and conditions of employment, including remuneration, working hours, and employment rights.

We acknowledge that our workforce represents a lower risk environment for modern slavery, given that our operations are based in the UK and subject to UK employment law and regulation. However, we remain vigilant in monitoring employment practices and ensuring that all workers within our organisation are treated fairly and with dignity.

We conduct pre employment checks on all new hires, which include verification of identity, right to work, and professional qualifications where relevant. We maintain clear records of all employment arrangements and ensure that all workers have access to transparent information regarding their employment terms and conditions.

### **2.2 Supply Chain and Service Providers**

Our supply chain comprises a range of external service providers and suppliers. These include providers of facilities management, recruitment services, IT support, telecommunications, office supplies, and professional services such as legal and accounting support.

We have identified that certain areas within our supply chain present potential risks of modern slavery. In particular, we recognise that:

Facilities management and cleaning services may involve workers in lower wage sectors and may involve labour supplied through third party labour providers. These sectors globally are known to present increased risks of modern slavery.

Recruitment services and temporary staffing may present risks if workers are not properly vetted and monitored. Workers sourced through recruitment agencies may be vulnerable to exploitation if processes are not robust.

Outsourced professional services may involve individuals working remotely or in different jurisdictions, which may present challenges in relation to verification of working conditions and employment rights.

Suppliers of goods and services may have complex supply chains that are difficult to trace and monitor. This is particularly relevant for suppliers of manufactured goods, office equipment, and technology.

We have therefore implemented measures to identify and mitigate risks within our supply chain, as detailed in section 3 below.

## **2.3 Geographic Considerations**

Whilst our direct operations are based in the United Kingdom, we acknowledge that our supply chain may extend into other jurisdictions where labour standards and enforcement of labour law may be lower. We are committed to ensuring that suppliers operating in higher risk jurisdictions implement appropriate safeguards against modern slavery.

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## **3. Due Diligence**

Test TS Business has implemented a range of due diligence measures designed to identify and mitigate risks of modern slavery within our business and supply chain.

### **3.1 Supplier Selection and Assessment**

We maintain a procurement policy that requires all suppliers to demonstrate compliance with relevant legal and ethical standards. Prior to engaging with new suppliers, we conduct an initial assessment of the supplier's practices and controls relating to modern slavery.

Our assessment process includes:

Completion of a supplier questionnaire covering key areas such as workforce practices, terms and conditions of employment, and supply chain management. The questionnaire is proportionate to the nature and scale of the supplier's business and the services or goods provided.

Review of the supplier's modern slavery statement or equivalent ethical policy documentation, where applicable.

Verification of the supplier's registration and compliance status with relevant regulatory bodies.

For higher risk suppliers, particularly those involved in labour supply, facilities management, or goods manufacturing, we conduct more detailed due diligence, which may include site visits, references from other clients, and detailed interviews regarding labour practices.

All suppliers are required to acknowledge and commit to compliance with applicable UK employment law and relevant international labour standards, including those set out by the International Labour Organisation.

### **3.2 Contractual Provisions**

All supplier contracts include explicit terms and conditions requiring compliance with modern slavery legislation and ethical labour practices. Contract terms require suppliers to:

Ensure that all workers are treated fairly and with dignity, and that all employment practices comply with applicable law.

Prohibit forced labour, servitude, and human trafficking in all forms.

Ensure that workers have the right to freedom of association and collective bargaining, in accordance with applicable law.

Maintain clear records of all workers and employment arrangements.

Maintain appropriate safeguards to prevent modern slavery within their own supply chain.

Permit us to audit compliance with these requirements and to inspect relevant records.

Contracts include provisions allowing us to terminate the relationship if evidence of modern slavery or significant breaches of these requirements come to light.

### **3.3 Ongoing Monitoring and Audit**

We conduct ongoing monitoring of key suppliers, with particular focus on those identified as presenting higher risks of modern slavery. Our monitoring approach includes:

Regular review of supplier performance and practices, with particular attention to labour practices and terms of employment.

Periodic questionnaires requesting updates on supplier practices and any changes in supply chain arrangements.

For high risk suppliers, periodic site visits and audits, either conducted directly or through engagement of appropriately qualified third parties.

Regular engagement with suppliers through meetings and correspondence to discuss compliance and any concerns or issues identified.

We maintain a log of all audits and monitoring activities and ensure that any issues or concerns identified are properly documented and addressed.

### **3.4 Training and Awareness**

We recognise that effective prevention of modern slavery requires awareness and understanding throughout our organisation. We have implemented a training programme for relevant staff, including:

Procurement and supply chain staff receive training on the risks of modern slavery, how to identify potential indicators of exploitation, and the due diligence procedures that must be followed when selecting and monitoring suppliers.

Management and supervisory staff receive awareness training on modern slavery, including

guidance on identifying potential concerns within the workplace.

All new employees receive induction training that includes information on our commitment to preventing modern slavery and our zero tolerance approach.

We maintain records of all training delivered and ensure that training is regularly updated to reflect changes in legislation, guidance, and emerging risks.

### **3.5 Grievance and Reporting Procedures**

We have established clear procedures for reporting concerns or allegations of modern slavery. These procedures are communicated to all employees and are made available to workers, suppliers, and external parties.

Any individual who has concerns about potential modern slavery or exploitation within our business or supply chain is encouraged to report this through:

Raising concerns directly with management or human resources.

Reporting concerns via email to a designated point of contact.

Where appropriate, raising concerns via an external third party to ensure confidentiality and protection.

All concerns are taken seriously and are investigated promptly and confidentially. We are committed to protecting individuals who raise concerns in good faith and will not tolerate any retaliation against those reporting concerns.

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## **4. Review**

### **4.1 Policy Review and Updating**

This statement is reviewed on an annual basis or more frequently if significant changes occur in our business operations, supply chain, or relevant legislation. The review process includes:

Assessment of the effectiveness of the measures implemented during the preceding period.

Identification of any incidents or concerns relating to modern slavery.

Review of any changes in legislation or regulatory requirements.

Consultation with relevant staff and consideration of feedback received.

Updates to procedures, training, and supplier management practices as necessary.

The results of our review and any updates made are communicated to all relevant staff and, where appropriate, to our suppliers.

## **4.2 Effectiveness and Performance**

During the period since implementation of our modern slavery prevention measures, we have not identified any incidents of modern slavery or human trafficking within our direct business operations. Our supply chain assessments have not identified evidence of modern slavery within our key suppliers, although we remain vigilant and committed to ongoing monitoring.

We recognise that the absence of identified incidents does not necessarily indicate the absence of risk. We remain committed to implementing robust controls and to conducting ongoing due diligence to ensure that we effectively identify and mitigate risks of modern slavery.

## **4.3 Future Commitments**

Test TS Business remains committed to strengthening our approach to preventing modern slavery. Future priorities include:

Enhancement of our supplier due diligence procedures, particularly for higher risk suppliers.

Expansion of our training programme to ensure comprehensive awareness throughout the organisation.

Development of more detailed guidance on identifying indicators of modern slavery for staff involved in procurement and supplier management.

Continued engagement with our supply chain partners to promote ethical practices and compliance with modern slavery legislation.

We will continue to monitor emerging guidance and best practice relating to modern slavery prevention and will update our procedures accordingly.

This statement is approved and endorsed by the leadership of Test TS Business and represents our commitment to preventing modern slavery and human trafficking.

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