

Modern Slavery and Human Trafficking Statement March 2026

Aqumen Business Solutions Ltd. is committed to combating modern slavery and human trafficking in all its forms. As a family-owned labour provider and recruitment agency operating in the Industrial Sectors including those governed by the GLAA (Gangmasters and Labour Abuse Authority), we recognize our responsibility to uphold the highest standards of ethical conduct and ensure the well-being of all individuals within our sphere of influence.

Our Approach:

1. Policies and Procedures: We have established comprehensive policies and procedures designed to prevent modern slavery and human trafficking within our operations. These policies are regularly reviewed and updated to reflect evolving best practices and legal requirements. These Policies and Procedures include but are limited to:

- Aqumen (Business Solutions) Policy for Tackling Modern Slavery and Labour Exploitation
- Aqumen Business Solutions Human Rights Policy
- Aqumen (Business Solutions) Responsible Recruitment Policy
- Aqumen Right to Work in the UK Procedure

2. Supplier Due Diligence: We conduct where appropriate thorough due diligence on all suppliers and subcontractors to ensure they share our commitment to eradicating modern slavery and human trafficking. We have made the strategic decision not to use subcontractors to supply workers. We expect our partners to adhere to the same high standards of ethical conduct that we uphold.

3. Employee Training: We provide regular training to all employees to raise awareness of the signs of modern slavery and human trafficking and empower them to identify and report any suspicious activity. This training is integral to our efforts to create a culture of vigilance and accountability within our organization. This training includes but is not limited to:

- Ethical Trading initiative training & test
- Two Module of Stronger Together training & test including annual declaration of adherence to Recruiter Compliance Criteria
- Regularly updated and annually repeated Right to Work training and test to ensure that all workers have the Right to work in the UK AND are over the age of 18. A test mark of 100% is required.

4. Reporting Mechanisms: We have established clear and accessible reporting mechanisms to enable employees, suppliers, and other stakeholders to report any concerns related to modern slavery and human trafficking. We take all reports seriously and investigate them thoroughly, taking appropriate action where necessary. Our reporting mechanisms include but are not limited to:

- Confidential Whistle Blower Line for all workers.
- Our staff are trained to recognise and report the incidence of Modern Slavery via their Stronger Together training.

5. Collaboration and Engagement: We actively collaborate with industry partners, government agencies, and non-profit organizations to share best practices, gather intelligence, and drive collective action against modern slavery and human trafficking. We believe that by working together, we can have a greater impact and effect positive change. We hold the following memberships and associations to support our commitment to eradicate modern slavery and labour exploitation in our organisation and within our suppliers and customers.

- We are members of the ALP, REC, Stronger Together & Sedex
- We hold a GLAA Licence AQUM0007
- We are ISO9001:2015 accredited and actively use this Quality Management System to ensure that all systems and procedures are adhered to and continuously improved.

Our Commitment:

Aqumen Business Solutions Ltd is committed to conducting its business ethically and responsibly, with zero tolerance for modern slavery and human trafficking. We are dedicated to continuously improving our practices and contributing to the global effort to eradicate these egregious crimes.

This statement constitutes our company's modern slavery and human trafficking statement for the financial year ending 2025. It has been approved by Gillian Taylor, our Managing Director.

Gillian Taylor
Managing Director