



Modern slavery statement for financial year 2025

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Fairmead Managed Services Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Fairmead Managed Services Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Fairmead has existing procedures in place designed to negate the risk of engaging individuals who do not have the right to work in the United Kingdom. These procedures have been reviewed since the introduction of the Modern Slavery Act 2015

Procedures outlined below;

- Any potential workers that register with Fairmead are invited to a face to face Video call prior to the offer of any work placement.
At this call, all relevant documents are checked, for example;
- Passport or National Identity Card

- Any necessary work permits
- All trade relevant accreditations
- Verifiable references from prior employers

This establishes that the individual is the person depicted on the proof of identity provided and that any other documentation provided matches this.

- Should there be any uncertainty as to an individual's residency status, a request is made to the Home Office, via the Employer Checking Service <https://www.gov.uk/employee-immigration-employment-status>
- No offer of any work placement will be made to any individual until Fairmead management are completely satisfied that the right to work is beyond doubt.
- Should an individual be on a limited duration permit to work, an alert is placed on our database record, highlighting the expected expiry of the permit, allowing us to ensure only permitted workers are engaged.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

This statement was approved by the Managing Director



01/07/25

Darren Green
Managing Director
Fairmead Managed Services Ltd