



# **Human Trafficking & Modern Slavery Statement**

**December 2022**

# Modern anti-slavery and human trafficking statement

## Opening statement from senior management

This statement confirms that 24x7 Ltd is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers, contractors, and other business partners. 24x7 Ltd takes its responsibilities seriously and this statement is in accordance with the requirements specified in section 54 (1) of the Modern Slavery Act 2015 (the Act) and is relevant to the actions and activities during the financial year 1 September 2021 to 31 August 2022.

### Company Structure and supply chains

24x7 Ltd are a UK based Company providing specialist transport services for schools, young persons with special needs and social care establishments.

The companies that operate within the group and that are covered by this statement are:

- 24x7 Lincs
- 24x7 (UK) Limited
- Excellent Connections Limited

### Company Policy on Slavery and human trafficking

We are committed to improving our practices to combat slavery and human trafficking. We support the UK Government's action plan to implement the UN Guiding Principles on Business and Human Rights. In employing this approach, 24x7 LTD supports the Base Code of Ethical Trading Initiative. The Code is internationally recognised and requires that:

- Employment is freely chosen.
- Freedom of association and, the right to collective bargaining is respected.
- Working conditions are safe and hygienic.
- Child labour shall not be used;
- Living wages are paid.
- Working hours are not excessive.
- No Discrimination is practiced.
- Regular employment is provided; and
- No harsh or inhumane treatment is allowed.

## Scope of the Modern Slavery Act 2015

24x7 Ltd will ensure that the aims of the Act are enshrined within its business, its policies and practices. As a professional services organisation, we consider the risk of Modern Slavery existing within our business to be low and have no reported cases within the last FY. We continue to assess, monitor, and mitigate risks relating to slavery and human trafficking on a group wide basis and require all associates to complete Anti-slavery and

human trafficking training upon induction. We also have a Whistleblowing Policy to encourage and protect those who come forward in complete confidence.

## **Training**

Raising colleagues' awareness of trafficking and modern slavery is key to identifying and helping to prevent modern slavery and human trafficking. Awareness training is provided to all staff members upon induction and a refresher is required annually.

## **Board approval**

The 24x7 ltd Board recognises the importance of the provisions of the Modern Slavery act 2015 and aim to ensure that slavery and human trafficking have no part in the Group's operations and supply chain. The Group has always been vigilant about the welfare of our colleagues, clients and suppliers and aims to be transparent in it's practices. The directors welcome the opportunity to stake its firm commitment to a zero -tolerance approach to modern slavery and human trafficking.

This statement has been approved by the Board of Directors for 24x7 ltd for the financial year ended 31 August 2022.

A handwritten signature in black ink, appearing to read 'Andy Mahoney', with a long horizontal stroke extending to the right.

Andy Mahoney  
Managing Director  
24x7 Ltd.  
15/12/2022