



Baileybrook Cottage, Hope Mansell, Ross-on-Wye, HR9 5TT  
+44 (0)7810837799 | [brian.lewis@origin8tive.com](mailto:brian.lewis@origin8tive.com) | [www.origin8tive.com](http://www.origin8tive.com)

# MODERN SLAVERY STATEMENT

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Document ID: #80033

Version 1

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## STATEMENT OF CONFIDENTIALITY

PLEASE NOTE: This information is supplied to you in strict confidence and should not be disclosed to any third party without our prior written consent. If you are asked to disclose this document or any information in it to another party, whether under the Freedom of Information Act, the Environmental Information Regulations, the Data Protection Act or otherwise, you should contact us immediately at the above address.

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## INTRODUCTION

According to the Modern Slavery Act 2015, modern slavery can include human trafficking, debt bondage, forced labour (through threats carried out physically or mentally), employers controlling or 'owning' employees with actual or threatened abuse (mental and physical), being traded as a property or commodity, or having constraints placed on movement or being physically constrained.

While the obligations of Modern Slavery Act 2015 do not currently apply to Origin8tive, this statement demonstrates our commitment to the principles of the Act.

## OUR COMMITMENT

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we are committed to identifying, mitigating and preventing modern slavery in our corporate activities and our supply chains.

As an equal opportunities employer, we are committed to ensuring that we have a respectful and non-discriminatory working environment for our employees and to supporting them to feel able to expose any wrongdoing, or perceived wrongdoing, without fear of risk to themselves. Our employees at all levels are required to commit to the highest standards of ethical working practices and are encouraged to speak out about any concerns.

We will not do business with any organisation that is found to be involved in, or supportive of, any form of slavery or human trafficking.

## OUR BUSINESS AND SUPPLY CHAIN

Origin8tive Ltd. operates in the highly technical fields of Cyber Technologies and Software Assurance, and our resources provide a wide range of expertise including software test assurance, infrastructure to host ranges, test automation solutions, alongside a managed service framework.

We consider that, due to the nature of our business, the risk of modern slavery within our organisation and supply chain is low.

We have zero tolerance to slavery and human trafficking and we expect our suppliers and clients to demonstrate the same values. We work only with reputable recruitment agencies who meet our standards of employment practices, and we undertake robust checks to ensure that prospective employees have the legal right to work in the UK and that they are not subject to any form of coercion or abuse. We offer well beyond national legal standards for wages and benefits for our employees.

## RELEVANT POLICIES

We have a number of policies that relate to the principles of the Modern Slavery Act, which are available to all employees on our company's SharePoint facility, namely: Whistleblowing Policy; Equality, Diversity and Inclusion Policy; Anti-Harassment and Anti-Bullying Policy; Business Ethics Policy; Anti-Bribery Policy; and Recruitment Policy

## TRAINING

Key stakeholders within the business will receive appropriate training and be responsible for the development and implementation of relevant company procedures. Training will be provided more broadly as required.