

MODERN SLAVERY STATEMENT

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Review date: August 2025

PUBLIC

About Xynomix

Xynomix is one of the UK's most experienced independent providers of database managed services and strategic consultancy.

From Oracle to Microsoft SQL Server, Xynomix delivers the depth of knowledge, experience, and versatility required to support our client's business.

Xynomix works closely with a range of industry-leading technology partners, including Microsoft and Oracle, which in turn benefits our customers directly.

Our Commitment to the Principles of the Modern Slavery Act 2015

Xynomix is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

Our Supply Chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers.

Embedding the Principles

We will embed the principles through:

- Raising awareness of modern slavery by reviewing and evaluating the measures and processes implemented so far to ensure their effectiveness.
- Working with our suppliers to identify any additional measures we can take as a business to combat modern slavery and human trafficking.
- Training relevant staff in how to recognise and respond appropriately to potential signs of slavery.

Related Policies

The following policies are available to all staff via our internal HR portal:

- Employee Handbook
- Supply Chain Management Policy

In addition to these policies, we have a Recruitment and New Starter Onboarding process, which incorporates checking the Right to Work in the UK.

Resources

If you have any suspicions of human trafficking, forced labour or worker exploitation, you should report it immediately to:

- The GLAA - 0800 432 0804 or 0115 959 7032 (outside office hours)
<https://www.gla.gov.uk/report-issues>
- The Police - 101 or 999 in case of emergency
- Crimestoppers - 0800 555 111
- UK Slavery Helpline - 0800 012 1700
- Modern Slavery Human Trafficking Centre - 0844 778 2406
- Modern Slavery & Exploitation Helpline - 08000 121 700 <https://www.modernslaveryhelpline.org/>

Further Advice & Guidance

Gangmasters and Labour Abuse Authority - www.gla.gov.uk

Information on how to spot the signs of modern slavery and what to do about it are here:
<http://www.gla.gov.uk/media/3178/spot-the-signs-glaa.pdf>

Salvation Army - www.salvationarmy.org.uk

Migrant Help - <https://www.migranthelpuk.org/>

Unseen - <https://www.unseenuk.org/about-modern-slavery/spot-the-signs/>