

Modern Slavery Statement

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PUBLIC

About Xynomix

Xynomix operates as a private limited company in the IT services & consulting sector, based in the UK. 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. All directly employed staff members undergo standard right-to-work checks prior to starting employment.

Our Commitment to the Principles of the Modern Slavery Act 2015

This statement is made on a voluntary basis by Xynomix. Although our company falls below the threshold that legally mandates a statement under Section 54 of the Modern Slavery Act 2015, we are committed to operating ethically, transparently and with integrity.

We have zero tolerance for modern slavery, servitude, forced labour or human trafficking within our business or supply chains.

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 primary supply chains consist of software vendors, facilities cleaning and maintenance providers and a small number of subcontractors. Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers.

All suppliers are reviewed annually to ensure anti-slavery compliance and any new suppliers are evaluated on employment practices where appropriate.

All employees are recruited directly or through vetted recruitment agencies.

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:

- Unseen - File a report - <https://www.modernslaveryhelpline.org/report>
- 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

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

Independent Anti-Slavery Commissioner - <https://www.antislaverycommissioner.co.uk/help-support/>

Salvation Army - www.salvationarmy.org.uk

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

This voluntary statement was reviewed and approved by the Board of Directors on 18 August 2026.

Signed: *David Noble*
Name: David Noble
Job title: Technical Director
On behalf of Xynomix Ltd