

The Modern Slavery Act 2015

Supplier name: Audax Global Solutions Ltd

What is the Modern Slavery Act 2015?

The Modern Slavery Act 2015 (the “Act”) came into effect in March 2015 to combat modern slavery (e.g. human trafficking and forced labour) which affects almost 21 million people worldwide. The purpose of the legislation is to tackle modern slavery by requiring larger businesses to disclose their actions taken during each financial year. This ensures that modern slavery is not part of their business or their supply chain.

What are the requirements?

Section 54 of the Act requires businesses supplying goods and services in the UK with a turnover of over £36 million to publish an annual Slavery and Human Trafficking Statement (a “Statement”) every financial year. The requirement also applies to include subsidiaries meeting the threshold.

In the Statement, businesses must refer to the measures taken to eliminate human trafficking and slavery in their organisation and its supply chains. It should contain the following details which include but are not limited to:

- The due diligence processes a business carries out in its supply chains.
- Policies in relation to slavery and human and trafficking.
- Information outlining any potential risk of slavery and human trafficking.
- Information regarding the structure and supply chain of your business.

Why does the Act affect Audax?

Audax understand that when large businesses publish their Statement, they need to conduct due diligence on their supply chains, who in turn will also have to do the same. We understand that larger businesses may not be willing to work with SMEs that do not have transparent supply chains. Audax therefore take careful steps to ensure modern slavery doesn't take place during the process of supplying goods and services.

Our voluntary commitment to the principles of the Modern Slavery Act 2015

Audax 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, Audax is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Audax's 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 once in our employment.

Our supply chain

Audax's procurement for goods and services and supply chain is limited and we procure goods and services from a restricted range of UK and overseas suppliers

Actions taken in 2020-2024

Audax has undertaken the following actions:

- Made all staff aware of the Modern Slavery Act 2015 and informed them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensured that our procurement strategies and contract terms and conditions include references to preventing modern slavery and human trafficking where possible.

We have also taken the following Steps:

- Allow employees and workers to report any suspicions of modern slavery or human trafficking in the business or supply chains and be clear that an individual may not suffer any detrimental treatment.
- Encourage the employees and workers to take holidays and rest breaks as part of health and safety regulations.
- Take protective measures such as including anti-slavery provisions in contracts.
- Ensure that the employment of the workforce and recruitment practices, including those directly and indirectly employed comply with working regulations, such as national minimum wage, health and safety and working time.
- Provide staff training to increase awareness of modern slavery.
- Make a public statement on the website to tackle modern slavery in their business.
- Requesting confirmation from external organisations that modern slavery is not part of the business and supply chains.

Key Performance Indicators:

Audax have received zero reports from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Actions to be taken in 2024 - onwards

- We will continue to work to raise awareness of modern slavery within the Business by reviewing and evaluating the measures and processes that we have implemented so far to ensure their effectiveness.
- We will work with our suppliers and review our processes with our delivery partners to identify any additional measures we can take as a business to combat modern slavery and human trafficking.
- Continue to develop a staff awareness strategy for the Modern Slavery Act 2015 and reporting mechanisms if a case of slavery or human trafficking is suspected.
- Make information available to businesses to inform them of the Modern Slavery Act 2015 and the appropriate action to take if they suspect a case of slavery or human trafficking.

Declaration and Sign Off

This voluntary commitment to the principles of the Modern Slavery Act 2015 has been completed in accordance with associated guidance.

This voluntary commitment to the principles of the Modern Slavery Act 2015C has been reviewed and signed off by the board of directors.

Signed on behalf of Audax Global Solutions Ltd:

Adam Liardet (Director)



Review Date: 12/12/2023