Modern Slavery and Human Trafficking Statement

Financial Year: 2025–2025

Date Published: 20 June 2026
Approved by: Board of Directors, ebida Ltd
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1. Introduction

This statement is made on behalf of **ebida Ltd** in accordance with the UK Modern Slavery Act 2015, Section 54(1), "Transparency in supply chains." Although ebida's turnover is below the £36 million threshold, we are committed to upholding the principles of human rights and transparency in our operations and supply chains. This statement outlines the steps we have taken in the financial year 2025–2026 to prevent modern slavery and human trafficking in any part of our business or supply chain.

2. Our Organisation and Values

ebida is a specialist UK consultancy that helps small and medium-sized enterprises (SMEs) secure public sector contracts. Our services include bid strategy, tender writing, procurement training, compliance advisory, and framework application support.

We are committed to the following core values:

- Integrity and transparency in all dealings with clients, suppliers, and freelancers.
- Respect for people and a belief that fair treatment and equal opportunity are central to sustainability.
- Commitment to responsible business practices, including ethical sourcing and labour rights.

ebida operates as a **remote-first business**, with no central office. We employ a network of freelance professionals and in-house staff, predominantly based in the UK. Our ope

rational model reduces the likelihood of exposure to traditional high-risk sectors.

3. Our Supply Chain

ebida has a relatively small and low-risk supply chain, primarily composed of:

- Independent contractors and freelancers.
- UK-based professional services providers (accountants, designers, web developers).
- Software providers (e.g., Mailjet, Trello, Microsoft 365, Google).
- Office equipment and IT suppliers (for remote teams).

Although our supply chain does not directly involve high-risk sectors such as agriculture, construction, or manufacturing, we remain vigilant about indirect risks (e.g., forced labour in IT hardware or cloud service infrastructure).

4. Risk Assessment and Due Diligence

In 2024–2025, we undertook the following actions to assess and mitigate the risk of modern slavery:

4.1 Risk Mapping

- Mapped tier-1 suppliers against industry risk profiles from the UK GLAA, ILO, and US Department of Labour.
- Reviewed supplier countries of origin for risk of systemic forced labour.

4.2 Supplier Onboarding

- Introduced a Supplier Code of Conduct, requiring all new suppliers and freelance associates to commit to:
    - Ethical recruitment practices.
    - No use of forced or child labour.
    - Respect for worker rights and freedom of association.

4.3 Contractual Controls

- Freelance agreements now include a clause explicitly forbidding modern slavery or human trafficking and permitting termination of contract if such practices are found.

5. Employment Practices

ebida has strong internal controls to prevent exploitation or unfair treatment:

- All staff and associates must have the legal right to work in the UK.
- We do not engage recruitment agencies acting on behalf of foreign governments.
- Freelancers and staff are free to terminate contracts with notice and are not subject to financial retention mechanisms.
- We do not withhold identification documents.

6. Training and Awareness

In FY 2025–2026, we implemented the following measures:

- All team members completed e-learning on modern slavery awareness.
- Managers undertook additional training on recognising signs of exploitation and escalation procedures.
- Modern Slavery Guidance was embedded in onboarding packs for new freelancers.

We aim to maintain 100% compliance in completion of these modules moving forward.

7. Policies and Governance

We have reviewed and/or implemented the following policies in 2025–2026:

- Modern Slavery and Human Trafficking Policy (available upon request).
- Whistleblowing Policy – which includes mechanisms to raise anonymous concerns.
- Supplier Code of Conduct – distributed to all major suppliers and freelance associates.
- Equal Opportunities Policy – aligned with the UK Equality Act 2010

8. Monitoring and KPIs

Objective	2024–25 Target	2024–25 Status	2025–26 Target
100% of new freelancers confirm compliance with Supplier Code of Conduct	✅ Achieved	✅	Maintain

100% of staff and freelancers complete MSHT training	✅ Achieved	✅	Maintain
Annual review of supply chain risk	✅ Completed	✅	Extend to tier-2 suppliers
Public publication of Modern Slavery Statement	✅ Completed	✅	Annual publication

9. Commitment to Continuous Improvement

ebida recognises that combating modern slavery is an ongoing responsibility. In 2026–27, we aim to:

- Extend risk mapping to tier-2 suppliers and software providers.
- Collaborate with other SMEs to share best practices.
- Conduct refresher training every 12 months.
- Launch modern slavery webinars for SME clients bidding into the public sector.

10. Approval and Sign-Off

This statement has been reviewed and approved by the Board of Directors of ebida Ltd on 20 June 2026. It will be reviewed annually and published on the company website.

Paul Smith

Signed:
Paul Smith
Director
ebida Ltd
Date: 20 June 2026