

Modern Slavery Statement

Modern Slavery statement 2025

We have a zero-tolerance approach to slavery. We are committed to preventing acts of slavery and human trafficking from occurring in both our business and supply chain and impose the same high standards on our contractors and suppliers.

Our Business

As a leading provider of debt collection services throughout the United Kingdom, we have established an industry reputation for delivery robust, ethical, effective solutions for the recovery of overdue debts from both individuals and companies.

We work closely with individuals and businesses across the UK, helping to find the clearest path to resolving outstanding arrears.

UK Search Limited was formed in December 2004 as a tracing company and made the natural transition into collection soon after. We have grown considerably since those times. We are now one of the largest and most effective specialist trace and collect company in the UK, and are dedicated to providing supportive debt solutions tailored to your needs.

Introduction

UK Search Limited are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

We recognise that Modern Slavery is a crime and a violation of fundamental human rights.

We are aware that Modern Slavery takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk:

- Where possible we build long-standing relationships with local suppliers and make clear our expectations of business behaviour.
- With regards to nations or international supply chains, our point of contact is preferable with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We expect each supplier to, at least, adopt 'one-up' due diligence on the next link in the chain.
- Reviewing suppliers contracts to include termination powers if the supplier is or is suspected to be involved in modern slavery
- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers.

Supplier Adherence to Our Values

We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of Audits by Managers and Directors
- Use of labour monitoring and payroll systems
- Effective vetting of new employees prior to engagement
- Level of communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes UK Search Limited's slavery and human trafficking statement for the current financial year.

Approved By : Jon Kirwin

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