Modern Slavery Statement

Modern Slavery statement

Although UK Search Limited does not meet the requirements of the Modern Slavery Act 2015 that would legally require the organisation to produce a slavery and human trafficking statement, we recognise the importance of preventing modern slavery. UK Search will produce an annual Modern Slavery Statement. A link to this statement will be on the company website and will be approved by the Risk and Governance Director.

The Risk and Governance Director and Senior HR and Recruitment Manager is responsible for ensuring that this statement is published and reviewed on an annual basis.

Our Business

UK Search Limited was established in December 2004 as a tracing company and subsequently expanded into debt collection. With over 20 years' experience we provide tracing and debt recovery services, working with individuals and business to resolve outstanding arrears. Our services include customer engagement through our call centre, customer tracing, tailored recovery strategies, customer database cleansing and litigation through the County and High Courts.

Our approach combines data sources and real-time analytics with empathetic customer engagement to support effective debt recovery while protecting client relationships. We aim to maximise recoveries through ethical practices, professionalism and clear reporting. UK Search Limited is authorised by the Financial Conduct Authority (FCA) and is committed to compliance with the General Data Protection (GDPR) and industry best practice.

Introduction

UK Search Limited is committed to preventing modern slavery and human trafficking within the organisation and its supply chains. Our Modern Slavery Statement and Policy set out our commitment to acting ethically and with integrity, and to maintaining proportionate controls to identify, prevent and address exploitation. This is consistent with our commitment to ethical practices, professionalism and empathetic customer engagement.

The organisation recognises that modern slavery is a criminal offence and a violation of fundamental human rights. We will take reasonable and proportionate steps to reduce the risks and respond to concerns. These measures cannot guarantee that exploitation will not occur.

Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking. This can involve people being forced to work through threats, pressure or debt having their movements restricted or their identity documents withheld.

Due Diligence Processes for Slavery and Human Trafficking

UK Search Limited will carry out due diligence checks within the organisation and on suppliers, with checks proportionate to the risks identified. Completed checks and outstanding actions will be recorded. This will include:

- Assessing suppliers based on the services they provided, their working arrangements, where they operate and any subcontractors they use. Where applicable, this includes recruitment agencies, cleaning and facilities contractors, IT and telecommunications providers and suppliers.
- Making clear our expectations of business behaviour and requesting evidence that suppliers meet appropriate labour standards.

- Expecting suppliers to assess risks within their own supply chains, including labour providers and subcontractors. Where higher risks are identified, additional checks will be carried out and action plans agreed, recorded and followed up.
- UK Search will review supplier contracts to allow information to be requested and concerns to be escalated and addressed. Where appropriate, this may include suspension or termination of the business relationship. Any action taken will be based on the information available and consider the safety and welfare of affected workers.
- Ensuring clear procedures are available for raising concerns and protecting those who raise them from detrimental treatment. Records of checks, decisions and follow up actions will be maintained in accordance with applicable UK data protection requirements.

Employment and Recruitment Safeguards

We will maintain recruitment and payroll controls designed to support compliance with applicable employment law, including written employment particulars within statutory timescales, applicable minimum wage requirements, lawful deductions, itemised payslips, holiday entitlements, working-time limits and rest rights. Right-to-work checks will following current Home Office guidance and will be applied consistently without discrimination. Workers must retain control of their identity documents; originals reviewed for checks will be returned promptly. Our organisational standard is that workers should not bear recruitment fees or related costs to obtain work, and we will communicate this expectation to recruitment providers. Checks will be reviewed where concerns arise and will not be treated as proof that exploitation is absent.

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. Where concerns arise, we will assess the information, escalate appropriately and prioritise the safety and welfare of potentially affected people. Responses may include specialist advice, remediation, enhanced monitoring, suspension or termination, and referral to appropriate authorities. Decisions will take account the risk of causing further harm to affected workers.

Raising Concerns

Concerns should be raised with a Manager, the Senior HR and Recruitment Manager, the COO & Risk and Governance Director, or an uninvolved Director where appropriate. Reports will be handled sensitively, with information shared only where necessary and lawful. Confidentiality cannot be guaranteed, but anyone raising a concern on reasonable grounds will be protected from detrimental treatment, even if the concern is not substantiated. This does no restrict seek independent advice or reporting externally, and statutory whistleblowing rights remain unaffected.

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 will review our approach annually, taking account of supplier checks, recruitment practices, training and any concerns raised, and address improvements proportionately. An absence of reported concerns does not establish that exploitation is absent.

Approved By :	Jon Kirwin		
Date Approved :	20/10/2026	**Review Date :**	20/10/2027