



Our Modern Slavery Statement

At By-Gum.co.uk, we are committed to upholding the highest standards of ethics and integrity in all aspects of our business operations. As part of our dedication to combat modern slavery and human trafficking, we have developed a comprehensive Modern Slavery Statement, in accordance with s.54 of the Modern Slavery Act 2015. This statement outlines the measures we have implemented and continue to undertake to ensure that modern slavery is not present within our business or supply chain. Modern slavery encompasses various forms, such as slavery, servitude, human trafficking, and forced labor. At By-Gum.co.uk, we adopt a zero-tolerance approach towards any such practices and are resolute in our commitment to prevent and eradicate them. Our policies are designed to promote transparency, accountability, and responsible practices across all aspects of our business dealings. As a Professional Consultancy operating solely within the UK, our exposure to external suppliers is minimal. Nevertheless, we remain vigilant and exercise due diligence when selecting sub-consultants, service providers, and suppliers to ensure they align with our values of equality, diversity, and respect for human rights. This includes ensuring that slavery and human trafficking have no place within our business or supply chain. We have established a set of comprehensive internal policies, including:

1. Modern Slavery Policy: This policy outlines our position on modern slavery and provides guidance on identifying and reporting any instances of such practices.
2. Recruitment Policy: We maintain a robust recruitment process that includes eligibility checks to ensure all employees have the legal right to work in the UK, protecting them from human trafficking or forced labor.
3. Whistleblowing Culture: We foster an environment where employees can freely voice concerns about colleague treatment or practices within our business or supply chain, without fear of retaliation.
4. Equal Opportunities Policy: We uphold an equal opportunities policy throughout our structure, recruitment, and employment practices to promote fairness and inclusivity.

Training is a vital component of our efforts to combat modern slavery. We provide comprehensive training to our employees, utilising both face-to-face sessions and online resources to ensure continuous awareness and compliance in preventing slavery and human trafficking within our corporate activities. In managing our suppliers, we maintain a preferred supplier list and conduct thorough due diligence before establishing any partnerships. This process includes online searches to ensure potential suppliers have no convictions related to modern slavery, and when necessary, on-site audits to review their working conditions. In the event that we suspect any member of our supply chain to be engaged in or supporting slavery or human trafficking, we will conduct a thorough investigation. If the suspicions are confirmed, we will promptly terminate our relationship with the implicated supplier. By-Gum.co.uk is resolute in its commitment to promoting ethical practices and eradicating modern slavery from our business and supply chain. We continuously strive to create an environment that champions human rights, diversity, and fairness in all our operations.