

Terms & Conditions

SLAVERY & MODERN TRAFFICKING STATEMENT

This statement is made on behalf of Black and Yellow Umbrella Ltd, in respect to the Modern Slavery Act 2015. This act requires us as a Company to be clear both in our business and our wider supply chain about our efforts to eliminate any slavery and human trafficking. As a responsible organisation we have the responsibility to be aware of the risk, and to tackle slavery and human trafficking, reporting any concerns to management. Our organisation have zero tolerance to slavery and human trafficking.

About Black and Yellow Umbrella Ltd

Black and Yellow Umbrella Ltd operates compliantly with UK employment legislation as an employer to contractors who work under a contract assignment, usually through a recruitment agency in the United Kingdom. We expect all those in our supply chain and contractors to comply with our values, in this regard. As part of our due diligence, we liaise with our clients and employees, to ensure that all parties are compliant with up to date employment law legislation and employment rights, this also includes a distribution of an employment rights questionnaire.

Internal Training & Procedures

To ensure a high level of understanding regarding the risks of modern slavery and human trafficking we provide training to our staff, and have a number of internal policies. These include, but are not limited to;

- Right To Work training
- Anti-Money Laundering training
- Whistleblowing Policy
- Code of Business Conduct
- Identity Checks

Our staff are encouraged to identify any suspicious behaviour in breach of the Modern Slavery Act 2015.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015, and constitutes our group's slavery and human trafficking statement for the current financial year.

Approval for this statement

This statement was approved by the Board of Directors on 31 March 2025.

T.McFarlane, Managing Director